

# Building Inclusive Sporting Clubs

A resource guide to build your organisation's capacity to recruit and retain people with disability and become an inclusive community hub.



# In this pack you will find topics targeted to:

- General Resources and support
- Effective Attraction practices
- Effective retention practices
- Policies
- Accessibility (Universal design principles)
- Inclusive conversations and language
- Co-Design



**In this resource pack, some of the content overlaps due to the nature of topics needed to create and implement accessible and inclusive systems, practices, and programs for people with disability.**

**Please note: each dot point in each list will take you to a corresponding website.**

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# General resources and support

## Organisations that provide a bank of resources and support.

- [Clearinghouse for Sport: Persons with Disability and Sport](#)
- [Sport Australia: Inclusive Sport](#)
- [Play by the Rules: Inclusion of People with Disability](#)
- [Disability Sports Australia: Changing Lives Through Sport](#)
- [Sport Inclusion Australia: Community Inclusion Through Sport International](#)
- [International Olympic Committee: Guidelines to enable gender-equal, fair, and inclusive representation in sport](#)
- [DSR and NDIS Sports Guide: Getting involved](#)
- [How to be an anti-racist ally - Amnesty International](#)
- [Her Sport - Her Way \(NSW Government\)](#)
- [Outback Academy Australia](#)
- [Guidelines for Gender Fair and inclusive practices](#)
- [Australian Federation of Disability Organisations](#)
- [Down Syndrome Australia Resources Pack](#)
- [Australian Sporting Alliance for People with Disabilities](#)
- [Active Deaf Sports Australia](#)
- [Transplant Australia - Transplant Games](#)
- [WADSA - Play on Xperiences](#)
- [WADSA - C.A.N \(Outdoor education and conservation activities\)](#)
- [Wheellife - Awareness program for schools WA](#)
- [Active Disability Toolkit - Ireland](#)



# Effective attraction practices

Resources to attract people with disability in leadership and as playing members:

- [VicSport: Participation People with Disability](#)
- [Disability Sport and Recreation/Victoria University: Seeing Capability before Disability.](#)
- [Latrobe University: The Disability Resource](#)
- [Including people with disabilities in sport and recreation](#)
- [Swimming Victoria - Inclusion for swimmers with disability guide](#)
- [Disability Sports Australia - Adaptive Sports](#)
- [Access for All - Football Promoting Sport for People with Disabilities](#)
- [Directory of Inclusive Sports WA](#)

# Effective retention practices

Resources for participant retention and communication styles.

- [Australian Federation of Disability Organisations: Language & Communication Guide](#)
- [Seeing Capability before Disability: Employment opportunities for women with disabilities.](#)
- [Red Dust Heelers: Checklist for an inclusive community sport organisation](#)



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# Policies

Disability Access and Inclusion policies relating to communication, Access to All Abilities, and specific sports inclusion.

- [People with Disabilities Australia: Language Guide \(Policy on using easy Language structure for written documents\)](#)
- [Australian Federation of Disability Organisations: Language & Communication Guide](#)
- [Access All Abilities Program: Social Inclusion & Community Participation Policy](#)
- [School Sport Victoria: Inclusion Policy for Students with Disabilities](#)
- [Understanding Classification](#)

## Accessibility (Universal Design Principles)

Universal Design is the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialised design.

[Sport and Recreation Victoria: a guide to universal design](#)



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# Inclusive conversations and language

Resources to assist with difficult conversations, program promotion and communicating with people with disabilities who have different communication styles.

- [People with Disabilities Australia: Language Guide](#)
- [Australian Federation of Disability Organisations: Language & Communication Guide](#)
- [Easy English Facts](#)
- [Style Manual for easy to read](#)
- [Centre of Inclusive Design](#)
- [Hemingway app for Easy English](#)
- [For Coaches and Clubs – inclusion guidelines](#)
- [Access Keys – visit our website library here](#)
- [Visual communication boards - visit our website library here](#)
- [Word Lane communication access signs \(new offering\) - view promotional video here](#)
- [Social Stories – visit our website library here](#)
- [Peer Support Program - Sporting Wheelies](#)



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# Co-Design

The co-design of practices, programs, and the environment for people with disability is vital to ensure their needs are addressed. Co-design focuses on understanding and improving people's experiences of services as well as the services themselves.

- [Co-design and Disability: Victorian Government](#)
- [National Disability Insurance Scheme: Working towards co-design](#)
- [Sports inclusion for Indigenous women with a disability](#) (video)



For more information, please refer to The Learning Hub on the Disability Sports Australia website.