



Royal Western Yacht Club of Ireland

Inclusion Policy Disability Charter



INCLUSION POLICY

ROYAL WESTERN YACHT CLUB of IRELAND

The mission of the Royal Western Yacht Club of Ireland is to value the ability and individuality of people with disabilities by providing each individual with the opportunities they need to reach their full potential as participants in sailing, windsurfing and powerboating and within an inclusive ethos and culture.

At the Royal Western Yacht Club of Ireland we will achieve disability inclusion by continually reviewing an approach that is implemented by the members, staff and management and by working in partnership with other organisations in consultation with people with disabilities and their families. This will ensure that the sport of sailing and our organisation is inclusive for everyone.

Our Commitment

The Royal Western Yacht Club of Ireland welcomes all members of the community, regardless of their abilities. We will include people with disabilities in our organisation in both participating and non-participative roles to the greatest extent that we can.

We will endeavour to make our club as inclusive and accessible as possible, based on our commitment to comply with the Equal Status Acts 2000-2012, the Disability Act 2005 and Article 30.5 of the United Nations Convention on the Rights of Persons with Disabilities. We are also committed to fulfilling the requirement of the Sports Ireland Policy on Participation in Sport by People with Disabilities.

Accessibility

We are committed to ensuring that as far as reasonably practicable, club facilities are accessible to people with disabilities. We are ready to consider all reasonable adjustments that would, over time, help us to achieve this aim more fully and effectively. In our efforts to deliver on this we will:

- Constantly update our training and education to reflect disability awareness/inclusion
- Adjust how we deliver/promote our information to people with disabilities
- Organise disability awareness/inclusion training for all our clubs, centres and members
- Ensure that all resources are produced in accessible formats
- Improve accessibility of all programmes and events that we organise
- Review all areas in line with health and safety requirements

Participation

We will strive to deliver inclusive programmes, promote and advocate for disability inclusion and increase the numbers of people with disabilities participating in our sport and club. In our efforts to deliver on this we will:

- Adopt an inclusive approach across all aspects of the entire organisation
- Consult with and listen to the voices of people with disabilities in all of our deliberations and programme development



- Work in partnership with other organisations and individuals who are advocates for the inclusion of people with disabilities
- Promote good governance across the entire organisation to ensure that participation of people with disabilities is delivered
- Acknowledge and support the contributions, achievements and successes of people with disabilities in our organisation
- Commit to and adopt the Sport Inclusion Disability Charter

Support

In the development of a Disability Inclusion Policy we understand that it requires a lot of support across all aspects of our organisation. We will endeavour to provide support where they are needed and where financially and strategically possible. In our efforts to deliver on this we will:

- Appoint an Inclusion Officer to monitor, support and assist in our work to be more inclusive of people with disabilities.
- Endeavour to ensure that all future plans are inclusive of people with disabilities
- Collaborate with external organisations who work in the area of disability and consult with them and their members in the development of our programmes