



## **INCLUSION POLICY**

**Football Federation Tasmania's vision and mission are:**

### **VISION**

To develop and maintain a vibrant football culture in Tasmania and to position the World Game as a major sport for the community.

### **MISSION**

To provide facilities, competitions, coaching and development pathways that meet the needs and expectations of our stakeholders, and offers participation opportunities for all, while being affordable and employing best practice in sports administration in Tasmania.

**With this vision and mission in mind, this policy has been developed in order to encourage the participation of all groups in the community in our activities.**

**The term inclusiveness represents participation in football community life, in whatever capacity desired, by all members of the community regardless of age, ability, income, education, sexual preference, race or religion. Inclusiveness embraces such diversity.**

### **Coverage**

This policy applies to all members of the 'football community' including member clubs and associations and all participants.

### **What is Access / Inclusion?**

When we think of access to facilities or activities, too often our thoughts turn to the physical barriers that prevent people with disabilities from participation. While such concerns are obviously relevant to the opportunities available for participation, there are other less tangible barriers to access and inclusion that are of equal, if not greater significance.

### **How Does Inclusion Work?**

Inclusion will only work if all participating clubs and associations embrace the idea of including people of ALL AGES AND ABILITIES into the football community and sharing an understanding that all members of the community have a part to play in developing and maintaining a vibrant football culture in Tasmania.

Inclusion involves the integration of people with varying abilities into mainstream activities within the football community. Any organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities.

Inclusion means at every level within the football community. Inclusion is about recognising the role that every person plays to make a club or association a success, and success should not only be measured by the on-field results but the FEEL and ATMOSPHERE around the club or association.

An important part of Inclusion involves the continued promotion of the FFT Strategic Plan to the whole Football Community so that it more consciously and actively shares the Plan's Vision and Goals.

### **What does an inclusive environment mean to the people who use it?**

1. An inclusive football community can contribute to community safety and develop a social network for people who may not have previously had a feeling of belonging.
2. Inclusive environments contribute to a sense of local and community control.
3. Inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development.
4. Being able to access a facility without fear of feeling isolated from mainstream activities and building a mutual trust within the football community.

The above points are only guides to how people who may see themselves as being disadvantaged, would view having the opportunity to belong to an inclusive football community.

### **In line with this Inclusion Policy, FFT through its members will make a commitment to the following principles:**

- **Providing a welcoming environment:** With all physical barriers removed, people, whether having disabilities or not, feel uncomfortable in an environment that does not make them feel welcome. The football community through member clubs and associations will therefore orient people around our facilities, introduce them to other club/association members and help them to feel like they belong.
- **Focusing on abilities:** When considering people's input into the football community, we will focus on their abilities and not on their limitations. We will acknowledge people's skills and attributes in all areas of football community operations such as playing, administrating, coaching, refereeing and general assistance.
- **Maintaining consistency:** We will acknowledge that while some people have specific needs and may require assistance in some areas of their participation, their involvement in other areas of competence will not be met with unusual or extraordinary treatment. Genuine participation in the football community requires contributions from both participants and groups and therefore our member clubs and associations will regard every person as an active and contributing participant.

**Given the importance of sport and recreation to everyone in the community, we agree that it is of utmost importance to the football community that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.**

Approved: FFT Board

Date: 20 October 2009