

INCLUSION POLICY



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1.0 OVERVIEW

Sorrento Surf Life Saving Club is an inclusive community organisation which embraces diversity. We will not discriminate and will welcome all members of the community, regardless of their age, disability, race, gender, sexual orientation or religion.

As one we will not accept and will refrain from any form of abuse, harassment, discrimination and victimisation towards others.

2.0 CODE OF CONDUCT

2.1 SLSA GENERAL CODE OF CONDUCT

Section 3.5.1 of Surf Life Saving Australia's Member Protection Policy (policy 6.05) states "Members and all people involved in any way with SLS will:"

- 2.1. (a) Respect the rights, dignity and worth of others—treat others as you would like to be treated yourself
- 2.1. (b) Be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations
- 2.1. (c) Be professional in, and accept responsibility for your actions
- 2.1. (d) Be aware of and follow—at all times—SLS' standards, rules, policies and procedures and promote those standards, rules, policies and procedures to others
- 2.1. (e) Operate within the rules and spirit of the sport, including the national and international guidelines that govern SLS
- 2.1. (f) Understand the possible consequences of breaching the Codes and/or this Policy
- 2.1. (g) Report any breaches of the Codes or this Policy to the appropriate PPA
- 2.1. (h) Refrain from any form of Abuse, Harassment, Discrimination and Victimisation towards others
- 2.1. (i) Raise concerns regarding decisions of PPA through the appropriate channels and in a timely manner
- 2.1. (j) Provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy
- 2.1. (k) Show concern, empathy and caution towards others that may be sick or injured
- 2.1. (l) Be a positive role model to all
- 2.1. (m) Respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information
- 2.1. (n) Maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- 2.1. (o) Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development
- 2.1. (p) Refrain from intimate relations with persons over whom you have a position of authority
- 2.1. (q) Agree to abide by the Codes

- 2.1. (r) Maintain a duty of care towards others
- 2.1. (s) Be impartial and accept the responsibility for all actions taken.

2.2 BREACHES OF CODE OF CONDUCT

- 2.2. (a) As per the Constitution (Paragraph 8) a member may face the Disciplinary Committee where a member:
 - ❶ Has persistently refused or neglected to comply with a provision or provisions of these rules or of the By-Laws of the Club;
 - ❷ Has persistently and/or wilfully acted in a manner prejudicial to the interests of the club; or
 - ❸ Has breached Regulation, By-Laws or Policies of Surf Lifesaving Australia;
- 2.2. (b) If breaches of the Code of Conduct are grievous, the police may become involved.

3.0 PEOPLE WITH SPECIAL NEEDS

3. (a) For the purpose of this policy, a disability shall refer to an individual who suffers or has suffered from any disease or any physical or mental disability (e.g. epilepsy, diabetes or any permanent disability to a limb, eye or ear) likely to affect their efficiency as a club member which may affect their safety or the safety of the public.
3. (b) We will include people with disability in our club in both playing and non-playing roles to the greatest extent that we can.
3. (c) We will endeavour to make our club as accessible as possible, based on our state sports policy on inclusion, the ability of individuals involved in our club, the type and level of competition (e.g. junior versus senior competition; social versus pennant) they want to join and our capacity to make modifications that promote inclusion.

3.1 WHAT WE ASK YOU TO DO

- 3.1. (a) If you have a disability:
 - Tell us what we can do to help include you in our club
 - Understand that we will do our best to make any necessary adjustments or modifications
 - Talk to us if you have any concerns or ideas to help us make our club more inclusive.

3.2 WHAT WE WILL DO

- 3.2. (a) Put people first, focus on what they can do and find out how they want to participate.
- 3.2. (b) Ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate.
- 3.2. (c) Where possible, make adjustments to our coaching, equipment, rules or playing environment and modifications to club premises (e.g. putting in a ramp).
- 3.2. (d) Be honest and explain if certain modifications or adjustments are not currently possible.
- 3.2. (e) Communicate with people and share club information in appropriate ways and formats.
- 3.2. (f) Expect all members of our club to accept and welcome people with disability.
- 3.2. (g) Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement.
- 3.2. (h) Have strong policies to ensure that people can play sport and participate in our club without discrimination, harassment or bullying.
- 3.2. (i) Provide information about other options for participation outside our club; for example, letting people know about sports that are primarily or only for people with disability, or

clubs where major modifications have been made to increase opportunities for participation.

3.2.1 DOLPHIN PROGRAM

People with disability should have equal opportunity to participate in a mainstream community club. Participation in community sport or recreation provides an opportunity to develop physical skills and social connectedness. This can be a life-changing experience especially for those with limited social networks. This helps break down stereotypes and build a stronger club culture.

Sorrento Surf Life Saving Club members who have family with disabilities identified a deficit in the Life Saving community where people with disabilities could participate in current programs being offered and set about to make a change. In 2015 the Dolphin program was created. It's a special needs inclusion program aimed at getting people with special needs and their families involved in the community in activities previously not available to them. It began with just a few participants of those members and has gradually increased in membership since word has spread. Currently there are between ten to twelve participants with a disability taking part, ranging from 8 to 35 years of age.

The Dolphin Program provides alternatives for people with a disability; emphasis on fun while maintaining strong club feelings and loyalties.

Opportunities include swimming skills, fitness, competition, lifesaving knowledge, leadership, and team-work within community education programs. With two participants completing the Surf Rescue Certificates allowing them to patrol whilst accompanied by a mentor.

3.2.1.1 BENEFITS FOR PARTICIPANTS:

“It’s important for people to feel they are part of something that is bigger than themselves and to feel connected and supported.”

- Provide an opportunity to be a member of a club.
- Provide a safe family environment for people with special needs.
- A sense of belonging
- Learning surf awareness and a healthy lifestyle
- Positive community environment
- Expand social networks
- Learning new skills and the use of club equipment

Participants and a carer/parent join as members. They purchase a Dolphin cap which has been designed to create a sense of ownership. They are required to wear rashies and sun

smart wear with club clothing available for purchase to further enhance the sense of belonging.

Parents/Carers must be in attendance at all times.

The program is designed by members along with supervision which is undertaken by volunteers of Sorrento SLSC Patrolling members.

Participants meet weekly on a Saturday morning from 10-11:30am. An attendance record is kept followed by brief overview of day's activities.

A typical program could be signals and water awareness skills introduced followed by stretching and warm up exercises. Beach and water based skills and activities are next usually involving rescue boards, or tubes.

Weather permitting a variety of water activities will take place; swimming, tube rescues, boards, ski, surf awareness, body surfing, surf education and water games. Beach activities; sprints, relays, flags etc.

Monthly meetings are attended by participant representatives, parents, volunteers and Sorrento SLSC Board members, to discuss programs and social planning events.

4.0 REFERENCE

Member Protection Policy, Surf Life Saving Australia Policy 6.05
Issued October 2016

Limiting and Permanent Disability Policy, Surf Life Saving Australia 6.03
Issued March 2014

5.0 RECORD OF CHANGE/AMENDMENTS

Rev	Prepared By	Reviewed By	Approved By	Date	Reason for Changes
A	Unknown			Unknown	Original
B	M Saunders	R Morris	R Morris	29/11/2018	Update to reflect the new format. Expanded from just disability inclusion to all groups.
C					
D					