



INCLUSION POLICY

Mulroy Hoops



Cara Charter

Mulroy Hoops has signed up for the Cara charter and encourage all clubs to do the same, below is a short piece about the charter:

Sport and physical activity are central to the fabric of life in Ireland. As citizens of this state, people with disabilities have a right to be active within their local communities. In Cara's efforts to truly understand what it is really like for a person with a disability to be active in Ireland, Cara carried out nationwide focus groups with people with disabilities and parents of children with disabilities.

Cara engaged with 140 people across 22 counties, who were both active and inactive, and asked about their experiences, challenges and needs in relation to their participation in sport and physical activity. From the vast feedback Cara received, Cara have developed the **Sport Inclusion Disability Charter**, which clearly outlines the five key areas people with disabilities are asking all organisations to consider in making active and healthy lifestyles possible for them. Go to <https://caracentre.ie/sport-inclusion-disability-charter/> to find out more about the charter.

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OPENNESS

Openness:

Be open to and understanding of all people with disabilities.

Mission Statement:

To promote inclusion throughout all our competitions, programmes, projects, and events, while encouraging all stakeholders to adopt these policies and ensure their organisations/clubs are as inclusive as possible to all members regardless of their ability.

Aims:

Mulroy Hoops will aim to:

1. Encourage an inclusive culture, while recognising that no one disability is the same and each person's individual needs must be considered in order to promote inclusion in our sport.
 2. Adopt a person-centred approach in order to ensure all participants emotional, physical, and mental wellbeing is at the heart of everything we do.
- The ethos of **Mulroy Hoops** is underpinned by our rules and regulations, including our support policies
 1. Safeguarding Training
 2. Garda Vetting
 3. Complaints and Disciplinary Rules & Procedures

Policy statement:

- This policy represents the agreed principles and commitments for disability inclusion, in line with the Cara sports inclusion charter for people with disabilities. **Mulroy Hoops** will implement this policy to support and develop an inclusive environment for children and adults within our clubs, programmes, coaches, volunteers, and players

Core Objectives:

Mulroy Hoops actively seeks to support participation in basketball that does not hinder or exclude individual people or groups of people. This means that equality of opportunity must be a reality for all people taking part in the sport. This is achieved by using a child-centred and inclusive approach to create an inclusive coaching environment when coaching at underage level and an athlete-centred approach when coaching adults.

Core Objectives include:

1. Put people first, focus on what they can do and find out how they want to participate.
2. Make sure people of all abilities are included in our club's social activities and are recognised for their contribution and achievement.

FACILITIES

Review our facilities/venues/equipment to make our organisation more accessible.

Core Objectives:

It is important to **Mulroy Hoops** that all people with a disability have the opportunity to take part in our sport regardless of their ability. It is therefore a necessity that all clubs use facilities that are accessible.

1. Where possible, **Mulroy Hoops** will make adjustments to our coaching, equipment, rules or playing environment and modifications to club premises (e.g. putting in a ramp).
2. Ask each individual – and their parents if the participant is a child – for their advice about what modifications would help them to participate.

PEOPLE

People:

Access training for all board members/committee/members/staff/volunteers etc, to facilitate the inclusion of people with disabilities.

Coaching qualification:

Coaches are reminded that they do not need to hold any additional qualifications to include participants with a disability in an existing class. However, it is recommended that additional Disability Inclusion training be undertaken when working with participants with a disability to raise awareness and progress coaching ability. Workshops ran by Cara hold points for continuous professional development for all BI coaches.

Disability Coordinator:

The disability coordinator position will be held by the **Brian Fennell**. Their key role will be to ensure the inclusion policy is implemented as well promoting inclusion in all **Mulroy Hoops** media outlets.

Medical screening and information

Mulroy Hoops will ensure that we have received all relevant medical information in relation to any club member or participant with a disability, to ensure that they are well enough physically, intellectually and emotionally to take part in club basketball activities or any club events.

Core Objectives:

Mulroy Hoops actively seek to empower people to become champions of inclusion. We will outline core objectives that will encourage the training and support of people in our organisations.

1. **Mulroy Hoops** will commit to encouraging and providing our committee/coaches/volunteers to attend all trainings/workshops endorsed by Basketball Ireland in the area of Inclusion of people with a disability.

ACTIVITIES

Develop and deliver inclusive activities.

Core objectives:

It is important that **Mulroy Hoops** do not just talk about inclusion but develop and implement sustainable projects that can make a meaningful impact to people with a disability to be included within our sport. These projects must be monitored and evaluated to ensure they are making a lasting impact.

1. **Mulroy Hoops** commit to including people with disabilities in our training and providing equipment where applicable and affordable.

PROMOTION

Promotion:

Promote the inclusive nature of our activities, in a variety of formats.

Core Objectives:

Inclusion is an important objective for **Mulroy Hoops** and becoming more inclusive of people with a disability as an organisation will be something, we are proud of. As an organisation it is essential that we promote not only our own inclusive efforts but the efforts of our clubs and committees/boards.

1. 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.

Responsibility for promotion:

It is the responsibility of **our PROs Aoife Coyle and Laoise Morgan** to ensure that content circulated on our website, social media platforms or any other platforms includes and fairly represents the work of our club in including people with disabilities in all aspects of our work. **Aoife and Laoise** are also responsible for ensuring that the content is accessible for people with disabilities and that positive inclusive imagery and wording is used.

Monitoring and reviewing policy:

The above policy will be re-evaluated at regular intervals. We at **Mulroy Hoops** value your input. If you have any queries in relation to this policy, please contact us at mulroyhoops@gmail.com