

## Is your sport or recreation club inclusive?

**Are you proud of the way your club gives everyone a fair go – males and females, people of different ages, different backgrounds, different levels of ability?**

**Inclusive** means welcoming everyone, regardless of age, gender, race and ability.

An **inclusive club** ensures that all members have an equal opportunity to take part in sport and recreation.

An inclusive club doesn't just wait for this to happen – it takes steps to make it happen!

There are lots of things you can do to make your club more welcoming and inclusive.

Many of these ideas take little time and effort - you may simply need to educate your members about expectations of what it means to be an inclusive club.

Use the checklist below to see how inclusive your club is. Once you know where the gaps are, you can begin to make changes.

## Memberships

- Is everyone welcome to join - is your club membership open to all people, regardless of age, gender, race and ability?
- Do you actually invite people of different age, gender, race and ability to join your club?
- Is it easy to find out about your club?
- Does your club promote itself and its activities in a range of different places?
- Is it easy to join your club?
- Do you offer flexible payment options?
- Is your club membership and are club activities affordable for a range of people?
- Do you help people fill out membership forms if they have difficulty understanding the information?
- Do you make new members feel welcome?
- Do staff, volunteers and members offer advice and support about the club to new and existing members?
- Do senior members of the club look after new members?

**Turn over for more questions....**



## Fair go for all

- Are training sessions and times suitable for people using public transport?
- Is the club physically easy to get into – with ramps, wide doors, accessible change rooms?
- Are your signs easy to read?
- Does the club provide activities for people to socialise and make friends?
- Is everyone treated equally and with respect, regardless of age, gender, race and ability?
- Is it clear to everyone that offensive comments or jokes about race or religion will not be allowed?
- Are club/committee members trained to include people of different age, gender, race and ability?
- Can your club adapt or modify club activities to suit different needs?
- Does your club encourage feedback from club members?

## Females

- Are there opportunities for women or girls to participate?
- Is there enough lighting to ensure club facilities like car parks are safe?
- Are there separate female change rooms and facilities?
- Is the club flexible about uniforms? Are women welcome to wear extra clothing, or cover their heads, for example?

## Policies and processes

- Does the club have policies and processes in the following areas?
  - Harassment and discrimination.
  - Child protection.
  - Codes of conduct.
  - Working with Children Legislation.
  - Equitable volunteer/staff selection process.
  - Member Protection Policy.

### How did you go with the checklist?

**If you ticked all the boxes, congratulations!** Your club is way ahead and we'd like to hear about your successes. Perhaps you have tips for other clubs?

### **Not able to tick some of the boxes? We can help:**

See the Department of Sport and Recreation website for ideas on how to be inclusive! [www.dsr.wa.gov.au](http://www.dsr.wa.gov.au)

**Or phone us on 9492 9700 and ask to speak with one of our Inclusion Officers.**