



www.sllac.org.au info@sllac.org.au

Policy:	Inclusion Policy
Updated:	10th December 2015

Introduction

Social inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated. South Launceston Little Athletic Centre (SLLAC) supports and facilitates the inclusion of all people.

Rationale

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

It is important that SLLAC takes an active leadership role in supporting and encouraging diverse participation in all aspects of Little Athletics, including in coaching, officiating and administrative roles.

Principles

This policy is based on:

- Inclusion principles - access, participation and support
- Essence of Australian Sport principles – fair play, respect, responsibility and safety
- Requirements under anti-discrimination and equal opportunity laws

This policy promotes:

- Social and community values
- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (in line with LATas Codes of Conduct and LATas Rules & Regulations)
- Equal opportunity and a fair go for all members

Policy Coverage

This policy covers all SLLAC areas of authority and applies to everyone involved in the activities of SLLAC including the Executive and Committee, volunteers, athletes, coaches, administrators, parents/guardians and stakeholders.



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Purpose

The purpose of this policy is to help SLLAC take action to promote inclusion and proactively manage potential occurrence of discrimination within Little Athletics. Our aim is to provide an environment where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

Position Statement

SLLAC embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focused approach to actively encouraging and supporting the inclusion of, people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of our sport. Our approach will be meaningful to each individual and equitable to all participants involved in Little Athletics.

SLLAC's Commitment

SLLAC has adopted the following strategies to ensure its' commitment to being an accessible and inclusive organisation. SLLAC will:

- Actively identify and reduce barriers to participation.
- Consult with community groups, affiliates and make strong relationships with other organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure all members of the community are given equitable opportunity to participate in all aspects of Little Athletics.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Continue to provide Member Protection training for SLLAC administrators.
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.
- With appropriate consent, cater for specific individual needs by seeking and utilising external expertise where required to aid in the facilitation of equitable participation and inclusion.

The above strategies will be applied provided a safe environment can be maintained for all participants in Little Athletics.