



# GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA

## **DISABILITY ACTION PLAN INFORMATION FOR AFFILIATES**

## **Introduction**

### *What is a Disability Action Plan?*

A Disability Action Plan is a strategy for changing organisational practice that may result in discrimination against people with disabilities. It is a plan for inclusive organisational practice, that is, practice that will ensure access for all. This means not only people with apparent and permanent disabilities, but also older people, people with temporary disabilities, and people with young children. Such a plan will not only help eliminate unlawful discrimination against people with disabilities, but will also contribute to the broader success of an organisation.

### *Why do you need a Disability Action Plan?*

The Disability Discrimination Act (DDA) 1992 requires that people with disabilities be given equal opportunity to participate in, and contribute to a full range of economic, social, cultural and political activities. Under the Act, access for people with disabilities, including access to the goods, services and facilities provided by organisations, becomes mandatory. People with disabilities will be increasingly amongst those attending cultural, sporting and recreational events. There is a strong correlation between disability and ageing, and in our rapidly ageing population, the incidence of disability is increasing steeply.

## **The DDA and the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA**

The impact of the DDA on the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA needs to be discussed and issues identified that may need some action. For the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA, it means, amongst other things that access to playing arenas for spectators who have disabilities, are aged or for small families with prams and so forth should be easy and straight forward. This may mean making representation to local councils on behalf of spectators. It may mean that shade and comfortable viewing need to be considered.

From a player's perspective, access to change rooms and safe surfaces inside and outside may need to be reviewed.

In the longer term, the addition of a Coaching Athletes with a Disability (CAD) course or segment in the NCAS level One courses and encouragement for existing coaches to embrace CAD courses could be an ongoing strategy. At some stage, some young people with a disability may appear or have been encouraged to play Gaelic Games. In some way, they will need to be included in a modified competition or in fact an integrated competition. There are a number of sports that have a designated grade for athletes with disabilities. This may be an option for the future when the numbers within the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA increase.

Although owners of facilities and playing grounds must accept the responsibility of building access, safety, shade, drinking fountains etc., it is the responsibility of clubs and associations to undertake the people or human aspects of potential discrimination. It is in this area that the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA by its constant vigilance and attention to the needs and inclusion of its members and spectators can do most to make people feel welcome in a safe and caring sporting, social and inclusive environment.

It will also help greatly in avoiding concerns and complaints that may act negatively against the association.

## 2.

The DDA, therefore helps us to become more aware, more concerned and more inclusive of people with disabilities. It directs us to a major culture change in much of our thinking and will distinguish the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA as an association that understands and puts in practice permanent strategies and actions for the involvement of people with disabilities in the organisation's administration, social and sporting activities.

For assistance in developing a Disability Discrimination Plan for your organisation, refer to the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA document

*“A Guide to Action for Affiliates of the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA”*

which is available from the Australasian Secretary.

## **DISABILITY DISCRIMINATION ACT**

*A Guide to Action for Affiliates of the*  
**Gaelic Athletic Association of Australasia**

## **Introduction**

This guide provides a suggested general task list for Disability Action Plan development, as well as a timeline for work on developing a plan. This is a good place to start. The guide is a general one and not all of the steps will apply to all affiliates and clubs. Affiliates and clubs should select tasks appropriate to their purposes, according to the size and structure of the organisation.

A format for constructing a Disability Action Plan is also attached, with an explanation of the categories used (goal, strategy, performance indicator, etc) and an example of a goal and how it may be achieved.

Whatever the format of your Disability Action Plan, ensure that it is incorporated into your organisation's strategic/resources plan. This will permit allocation of necessary resources on a planned basis, according to your budget.

## **The Processes**

### ***Start the Process***

Determine who will drive the planning process. Establish an Action Plan reference group.

### ***Review***

- Start an internal process to find out what is required to ensure access for all.
- Start some training for key personnel
- Review current policies

### ***Draft documentation***

- Prepare revised policies, access issues and resolutions.
- Seek acceptance by members
- Publish new policies

### ***Incorporate your plan into long term planning***

### ***Promote your Plan***

### ***Review the Plan regularly***

## **Resources to assist in the development of plans**

Resources to assist in the development of a DDA are readily available from State and Territory Disability groups, Equal Opportunity offices and Departments of Recreation and Sport

## ***Action Plan Development***

The suggested format for your Disability Action plan includes provision for:

- 1 ***Establishing categories, or areas, for action***  
What is the general area that needs attention? Eg. Policy and planning communication, information, physical access?
- 2 ***Setting access objectives:***  
What do you want to achieve in the area?
- 3 ***Determining strategies to achieve the objectives***  
What do you need to do to achieve your objectives?
- 4 ***Performance indicators:***  
What will have to happen to let you know you have achieved your objectives?
- 5 ***Names (or positions) of people to be responsible for implementing particular strategies and achieving particular goals***  
Who will carry out these strategies?
- 6 ***Timeframe for implementation of strategies/achievement of the objectives.***  
When will your strategy be implemented/your goal achieved?
- 7 ***Review of the Plan;***  
How will you know how implementation of your plan is progressing?

The format described contains a built-in evaluation procedure.

- Part of your planning process will be to designate a senior person to be responsible for the review of the Plan.
- All the person need do is review the Plan and see from the performance indicators, which strategies have been implemented, objectives achieved, by whom, and when.
- Where there are things that have not happened, as they should have by the due date, the matter should be taken up with the person responsible.
- Review whether the particular strategy is realistic.
- Take appropriate action to ensure achievement of your goal.

An example taken from the GAELIC FOOTBALL & HURLING ASSOCIATION OF AUSTRALASIA Strategic Plan indicates how strategies, operations, responsibilities, a time frame and performance indicators for a DDA plan can be format appears as **ATTACHMENT I**

## ATTACHMENT I

Sample of possible format for the development of a DDA Plan.

Strategy	Operations (Actions)	Responsibility	Completion Date	Performance Indicators	Cost
<b>Disability Action Plan</b>	<i>Distribute material relating to actions required by affiliates to ensure that access and services are available to people with disabilities</i>	Secretary	June 2003	The material has been collated and distributed to Affiliates.	
	<i>Propose a plan to ensure that affiliates are well informed about their responsibilities and have included strategies in their own long term planning</i>	Secretary and Affiliates	August 2003	Affiliates have begun to include a Disability Action Plan as a natural part of their ongoing planning processes	
	<i>Review and discuss progress and programs that have been put in place consistent with the DDA.</i>	Secretary and Affiliates	July 2004 and ongoing	Reviews progressing and adjustments to programs are being made where necessary.	