



## **Inclusion POLICY**

### **1. PURPOSE OF POLICY**

1.1. Brighton Recreation Centre has a firm belief that we offer something for everyone, and values diversity in its programs.

1.2. This policy serves to underpin the Centre's approach to maintaining and developing inclusive programs, activities and facilities.

### **2. POSITION STATEMENT**

2.1. Brighton Recreation aims to actively encourage and support the participants with a disability or members of the wider community who may feel excluded by reason of culture, nationality, or other factors.

2.2. The Centre will endeavour to engage each participant in a way that is appropriate, meaningful to the individual and equitable to other participants.

2.3. The Centre will support wherever possible, inclusion initiatives of Gymnastics Victoria, Gymnastics Australia and other relevant bodies and shall be willing to develop specific inclusion programs.

### **3. UNDERTAKINGS**

3.1. The Centre will strive to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices to ensure that people with disabilities and other exclusion factors are given maximal opportunity to participate in all aspects of the centre.

3.2. All Centre staff, members and volunteers shall, within their areas of responsibility, take appropriate steps to recognise and remove any barriers which exist to programs and services, within the physical, social, and virtual environment of the centre.

3.3. The Centre will whenever possible take advantage of educational opportunities provided by Gymnastics Victoria and other relevant bodies to enable its staff to create an inclusive and welcoming environment.

3.4. The Centre will provide education to staff to ensure that people with disabilities can successfully participate in our programs to their level of ability.

3.5. The Centre and its members will strive to meet the commitments, services or modifications required by individual people with disabilities, and will support the education of staff working with individuals as required.

3.6. The Centre will endeavour to foster relationships with community organisations to ensure well planned and supported inclusive programs can be run which meet the needs of the community.

Last reviewed: 8<sup>th</sup> June 2021. Next review due: 1<sup>st</sup> June 2023.