

How can Audits be used to Impact on Membership

People with Disability



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Australian Unity GO CLUB PB Resource

Inclusion Checklist



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Introduction

The Inclusion Checklist
areas that can be m
environment for all me

For your club inclusion s
development or perhaps
next step is. In this case
thinking about and estab
initiatives already in plac
these initiatives and ma

You can use this print v
responses. Once compl
online checklist. It is imp
checklist as this will hel
assist clubs to become

Over time Swimming Au
club to develop strategi
meantime if there are a
modify or improve your
contacts and resources

Should you require
information please
michael.woods@sw

Australian Unity GO CLUB PB
Inclusion Checklist



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Introduction

The Inclusion Checklist has been developed to assist your club to identify areas that can be modified or improved to create a more inclusive club environment for *all members*.

For your club inclusion strategies may not yet be recognised as an opportunity for development or perhaps your club has thought about it but may not know what the next step is. In this case the *Inclusion Checklist* will provide a good starting point to thinking about and establishing an inclusive approach. Your club may have inclusive initiatives already in place, that's great! Completing this checklist might highlight these initiatives and may alert you to other areas that may not have been considered.

You can use this print version of the *Inclusion Checklist* to assist in collecting responses. Once completed please visit www.swimming.org.au to complete the online checklist. It is important that the responses are entered into the online checklist as this will help Swimming Australia develop resources and strategies to assist clubs to become better equipped to cater for people with disability.

Over time Swimming Australia will be producing practical resources to assist your club to develop strategies to include more people in your club activities. In the meantime if there are areas you would like more information on or need assistance to modify or improve your club to become more inclusive, please utilise the list of contacts and resources at the end of the online checklist.

Should you require assistance with the Inclusion Checklist or if you would like more information please contact the Swimming Australia Sport Inclusion Coordinator michael.woods@swimming.org.au

Club Information

In each of the following sections, please indicate if many people have a disability, or if none)

Swimmers
Coaches
Staff
Officials
Volunteers

If your club does have members with a type(s) of disability, (Tick all that apply)

Functional/Physical
Vision Impaired
Intellectual (S)
Hearing Impaired
Transplant (S)
Other

When you complete the checklist, please provide contact details and, if possible, the names of swimmers with disability

assist your club to identify
e a more inclusive club

ed as an opportunity for
t may not know what the
le a good starting point to
ur club may have inclusive
hecklist might highlight
y not have been considered.

o assist in collecting
org.au to complete the
ered into the online
ources and strategies to
e with disability.

resources to assist your
club activities. In the
on on or need assistance to
ease utilise the list of

n Checklist or if you would like more
ustralia Sport Inclusion Coordinator



Club Information

In each of the following groups that make up your club community how many people have a disability? (Record a number for each group, put 0 if none)

Swimmers	
Coaches	
Staff	
Officials	
Volunteers	

If your club does have members with a disability please indicate the type(s) of disability. (Tick relevant boxes)

Functional/Physical (S1-S10)	
Vision Impaired/Blind (S11-S13)	
Intellectual (S14)	
Hearing Impaired/Deaf (S15)	
Transplant (S16)	
Other	

When you complete the online **Inclusion Checklist** you will also require your club contact details and, if different, the details of someone we can contact regarding swimmers with disability issues.



Premises &

Does your club have:

- Slip resistant floor and g
- Ramp or lift access to a
- Information about servic
- Accessible toilet with ac
- Accessible showers and
- A poolside hoist to aid v
- assistance

Club Comm

In your club communi

- Coaches who have com
- Staff or volunteers avail
- and/or people requiring
- Technical Officials who
- Extension course
- Welcome session or ori
- Social activities that car

Club Activi

Does your club?

- Have an inclusion strate
- Have a policy and proce
- inclusion and accessibil



Premises & Facilities

Does your club have:	Yes	No
Slip resistant floor and ground surfaces		
Ramp or lift access to all levels		
Information about services for people with a disability		
Accessible toilet with access signs		
Accessible showers and locker rooms		
A poolside hoist to aid water entry/exit for people requiring mobility assistance		

Club Community

In your club community do you have:	Yes	No
Coaches who have completed the SWD extension course		
Staff or volunteers available to assist swimmers with a disability and/or people requiring mobility assistance		
Technical Officials who have completed the SWD Referee Extension course		
Welcome session or orientation for new members		
Social activities that can include people with a disability		

Club Activities

Does your club?	Yes	No
Have an inclusion strategy?		
Have a policy and procedures document in place that covers inclusion and accessibility?		

Produce and make available
Swimmers with disabilities
Include people with a disability
Offer multi-disability events
Promote activities and meet
or radio)
If Yes please list: _____
Promote activities and meet
organisations? If Yes please
Provide opportunities for people

Communication

Do the communication materials
Appropriately sized and spaced
High colour contrast
Wide page margins
Text description to explain
Symbols and illustrations
Soft white or off white paper
Simple easy to understand

To complete the online version
then click the **Communication**
checklist.

	Yes	No
quiring mobility		

	Yes	No
course		
a disability		
eferee		
ility		

	Yes	No
t covers		



Produce and make available information about opportunities for Swimmers with disabilities?		
Include people with a disability in development squads?		
Offer multi-disability events at meets?		
Promote activities and meets in local media outlets? (newspaper or radio)		
If Yes please list: _____		
Promote activities and meets directly to local Disability organisations? If Yes please list: _____		
Provide opportunities for participation that are non-competitive?		

Communication Material

Do the communication materials you produce have?	Don't Know	Yes	No
Appropriately sized and spaced font styles			
High colour contrast			
Wide page margins			
Text description to explain tables and photos			
Symbols and illustrations			
Soft white or off white paper colour			
Simple easy to understand wording			

To complete the online version of the Inclusion Checklist visit www.swimming.org.au then click the **Community** menu then click **Resources**. Follow the link to complete the checklist.

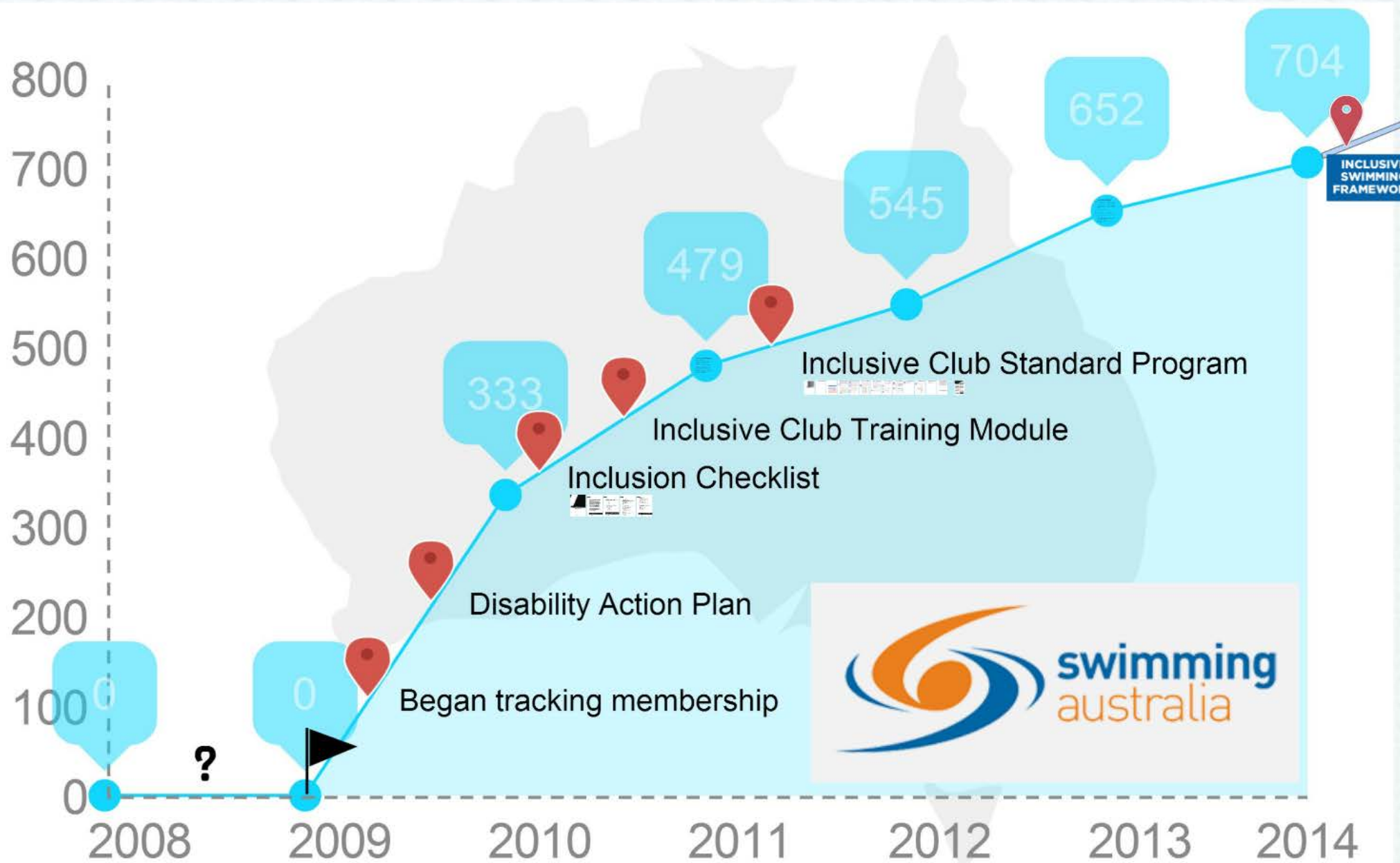
How can Audits be used to Impact on Membership

People with Disability



2011 Checklist Findings

1. Most people with disability were swimmers
2. Most clubs had decent physical accessibility but most did not communicate this to members
3. Only a few clubs reported having coaches and officials who had completed accredited training
4. 67% of clubs who had an inclusion strategy also had members with disability, while 50% of clubs with out an inclusion strategy had no members with disability
5. 95% of clubs did not communicate directly with the disability community, while the top five clubs with most members did this well





Helping clubs make inclusion part of what they do
ONLINE FORM DUE 25 APRIL 2014



This is an initiative of Swimming Australia Ltd as part of the overall Club Development and Inclusion Strategies outlined in the 2011-2016 Strategic Plan and is guided by the National Inclusion Framework, with cooperation from: Swimming NSW | Swimming NT | Swimming QLD | Swimming SA | Swimming TAS | Swimming VIC | Swimming WA

BASIC PRINCIPLES

Swimming Australia is committed to supporting people with disabilities. Swimming Australia is committed to supporting people with disabilities.

The Inclusive Club Standard is an inclusive environment that recognises the strength and weakness of all people.

The Inclusive Club Standard is part of what clubs do. It has developed some support materials. swimming.org.au.

What is inclusion?

Inclusion is more than just addressing the physical range of options in different disadvantage faced by people. It should focus on finding ways for everyone to participate.

Disadvantage and disadvantage

A useful way of looking at disadvantage is somewhere else. The Model, the disadvantage is external environment and just a sports physical we communicate.

What are the benefits?

Most clubs are run by administrators may support view addressing inclusion important to understand.

☒ **More members**
View people with assistance, most membership fees

☒ **Access to an athlete**
A sign of a successful athletes, competition as publicity, sponsor

☒ **Diverse and inclusive**
People with disabilities to fulfill their desire to other club members

☒ **Benefits for all members**
Making adaptation The inclusion process makes it easier for

☒ **Positive communication**
Committing to inclusion government and help provide a positive

CLUB INCLUSIVE BOARD

what they do

APRIL 2014

BASIC PRINCIPALS AND INFORMATION

Swimming Australia is proactive in its endeavor to create a sporting environment which is accepting and inclusive of people of all abilities. Swimming Australia understands the potential for everyone to participate at the level and in a role of their choice and is committed to supporting clubs in creating an inclusive culture.

The Inclusive Club Standard serves two purposes; the first is to provide recognition to those clubs who are taking steps to create an inclusive environment in their clubs; the second helps clubs, regions, state associations and Swimming Australia to identify areas of strength and weakness, enabling the development of programs to address inclusion of people with disability more effectively.

The Inclusive Club Standard is embedded in the GO Club PB program which reinforces the importance of making inclusion simply part of what clubs do. Clubs can earn GO Club PB points for completing the Inclusive Club Standard. Swimming Australia has developed some supporting resources to assist clubs to create an inclusive environment. These resources are available at swimming.org.au.

What is inclusion?

Inclusion is more than simply accepting a person with disability into your club membership. Inclusion in swimming is about addressing the physical and social barriers people face when trying to get involved and ensuring people stay involved. It includes a range of options in different settings. Making adaptations and modifications in the club environment and activities can reduce the disadvantage faced by people with disability. This can be done by addressing things on the spot or may require more significant planning and cooperation with other people or organisations. When it comes to creating an inclusive environment swimming clubs should focus on finding practical ways to limit or remove the barriers people may face and be proactive about finding ways for everyone to participate at a level and in a role of their choice.

Disadvantage and Disability

A useful way of looking at disability is to consider whether the disadvantage a person faces comes from the individual or from somewhere else. The notion of disadvantage and disability comes from the Social Model of disability. According to the Social Model, the disadvantages people face in sport are attributed to the environment in which sport is conducted. This implies that the external environment disadvantages a person not their functional, sensory or cognitive impairment. The external environment is not just a sports physical setting it encompasses many factors that influence the way sport is delivered, such as attitudes and the way we communicate.

What are the benefits of completing the GO Club Inclusive Club Standard?

Most clubs are run by dedicated and passionate volunteers who invest a great deal of time to help grow their club. While club administrators may support the philosophy of including people with disability in their club it is understandable that some clubs may view addressing inclusion as an added burden that may take away from their efforts to service their current member base. So it is important to understand some of the benefits of investing in inclusion and how inclusion can add value to the club community.

- ☒ **More members lead to more dollars**
View people with disability as another market of potential members. Not all people with disability rely on charity or financial assistance, most people with disability can make an equal financial contribution to the club as other members. They will pay membership fees, contribute to fundraisers and social functions.
- ☒ **Access to an additional elite pathway**
A sign of a successful club is having successful athletes. Many swimmers with disability are, or may become elite level athletes, competing at Paralympic games and other international competitions. Clubs can take advantage of this in areas such as publicity, sponsorship and coach development.
- ☒ **Diverse and invigorated club**
People with disability, like everyone, offer skills and experience that are valuable to clubs. Often they have overcome barriers to fulfill their desire to achieve and so are generally enthusiastic about getting in and having a go. This may provide inspiration to other club members and invigorate their motivation and performance.
- ☒ **Benefits for all members**
Making adaptations and modifications around your club will certainly assist removing barriers faced by people with disability. The inclusion process will also lead to benefits for all members, for example ensuring hazards are removed from walkways makes it easier for everyone to move around the club facility not just people using a wheel chair.
- ☒ **Positive community image**
Committing to including people with disability will often be viewed positively by the community. Sponsors, councils, government and peak bodies all have an interest in including people with disability. Promoting the results of this program will help provide a positive and inclusive image and can be a draw card for your club.

Completing the Inclusive Club Standard

The Inclusive Club Standard audit examines a different aspect of the club. Club administrators are responsible for completing the Inclusive Club Standard section. Questions are allocated a weight for each section.

A. Membership and Activities

Examines diversity in the club and activities.

B. Physical Environment and Training

Looks at physical access, how easy it is to get in and out of the club.

C. Attitudes and Awareness

Highlights the importance of positive attitudes and awareness of related issues.

D. Communication and Marketing

Addresses the way information is communicated.

E. Connecting with the disability community

Examines the actions clubs take to connect with the disability community.

The weightings for each section are as follows:

Section
Membership and Activities
Physical Environment and Training
Attitudes and Awareness
Communication and Marketing
Connecting with the Disability Community
Total

Swimming Australia is dedicated to achieving the highest level of achievement and developments that are important for your club to set a benchmark for others to follow.

Achievement
5 consecutive years of 5 STAR rating
86-100%
76-85%
66-75%
51-65%
50% & under

- **GO Club Tips.** These help clubs achieve the best results in the workbooks.
- **GO Club Tool.** These help clubs to simple tools to help with specific activities outlining the process.

COMPLETE the 2014 GO Club Inclusive Club Standard

The 2014 GO Club Inclusive Club Standard answers booklet is available for download.



environment which is accepting and inclusive of people of all abilities to participate at the level and in a role of their choice and is

recognition to those clubs who are taking steps to create an inclusive environment and Swimming Australia to identify areas of focus for the inclusion of people with disability more effectively.

which reinforces the importance of making inclusion simply part of the Inclusive Club Standard. Swimming Australia has developed resources to help clubs create an inclusive environment. These resources are available at [swimming.org.au](#)

club membership. Inclusion in swimming is about making sure everyone is involved and ensuring people stay involved. It includes a range of things in the club environment and activities can reduce the barriers to swimming things on the spot or may require more significant changes to creating an inclusive environment swimming clubs can take. People may face and be proactive about finding ways for

challenge a person faces comes from the individual or from the environment. The Social Model of disability. According to the Social Model, the environment in which sport is conducted. This implies that the barriers to swimming are not the person's physical or cognitive impairment. The external environment is not the way sport is delivered, such as attitudes and the way

What is the Inclusive Club Standard?

It takes a great deal of time to help grow their club. While club membership is important in their club it is understandable that some clubs may not have the resources to service their current member base. So it is important to understand how inclusion can add value to the club community.

Not all people with disability rely on charity or financial support. Some people contribute to the club as other members. They will pay for their membership and contribute to the club as other members.

People with disability are, or may become elite level swimmers. Clubs can take advantage of this in areas such as competitions.

People with disability are valuable to clubs. Often they have overcome barriers to swimming and getting in and having a go. This may provide inspiration and motivation for other people.

People with disability assist removing barriers faced by people with disability. For example ensuring hazards are removed from walkways or providing a ramp for people using a wheel chair.

People with disability are positively by the community. Sponsors, councils, schools and clubs are all interested in people with disability. Promoting the results of this program will help to build a more inclusive community for your club.

Completing the Inclusive Club Standard Audit

The Inclusive Club Standard audit works in a similar way to the GO Club PB. It is divided into five sections. Each section focuses on a different aspect of the club. Clubs are asked to answer a series of questions and provide some specific information in each section. Questions are allocated a certain number of points with each section worth 25 points.

A. Membership and Activities

Examines diversity in the club and highlights the importance of providing a range of options for participation

B. Physical Environment and Transport

Looks at physical access, how easy is it to get to and get around the club facility

C. Attitudes and Awareness

Highlights the importance of positive attitudes towards disability and examines the clubs awareness and understanding of inclusion related issues

D. Communication and Marketing

Addresses the way information is communicated to members and how the club promotes itself to the community

E. Connecting with the disability community

Examines the actions clubs take to connect with the disability community and how clubs seek out people with disability

The weightings for each section are as follows:

Section	Maximum	Maximum
Membership and Activities	25 points	20%
Physical Environment and Transport	25 points	20%
Attitudes and Awareness	25 points	20%
Communication and Marketing	25 points	20%
Connecting with the Disability Sector	25 points	20%
Total	125 points	100%

Swimming Australia is dedicated to working in conjunction with clubs to achieve 100% and will reward clubs by recognizing the achievement and developments they strive towards. We understand that not every club will achieve the five star level however, it is important for your club to set a bench mark then work to improve on your achievements to make inclusion simply part of what you do.

Achievement	Level
5 consecutive years of 5 STAR standard	DIAMOND STANDARD ♦ Exemplar Club
86-100%	★★★★★ Leader in inclusion
76-85%	★★★★☆ Proactive about inclusion
66-75%	★★★☆☆ Acting on inclusion
51-65%	★★☆☆☆ Thinking about inclusion
50% & under	★☆☆☆☆ Discovering inclusion

- GO Club Tips.** These have been included to help clubs achieve the best possible result for specific questions in the workbook.



- GO Club Tool.** These have been included to direct clubs to simple tools that will assist in completing specific activities outlined in the workbook.



Some Tips and Tools are linked to resources. Just CLICK!

COMPLETE the 2014 GO CLUB INCLUSIVE CLUB STANDARD ONLINE FROM 10 JANUARY to 25 APRIL 2014

The 2014 GO Club Inclusive Club Standard must be submitted online at [swimming.org.au](#). This workbook can help you record your answers before completing the online GO Club Inclusive Club Standard questionnaire.



A. MEMBERSHIP AND ACTIVITIES

This section is about how your club welcomes people of all abilities to all members and will

Responses to some questions will be entered into the Online System. Results for

"Members with disability" and

1. MEMBERS WITH DISABILITY

(% of your total club membership)

What % of your members

Clubs with registered members

Clubs with no registered members

2. NEW MEMBERS WITH DISABILITY

(% increase in membership)

What % of your members

An increase in registered membership

No increase in registered membership

3. PEOPLE WITH DISABILITY

How do people with disability

How many additional people with disability

registered in Clubs Online with

Number of Non-registered people

If your club does include people with disability (You may select more than one)

☐ Physical

☐ Vision/Blind

Indicate the types of roles all people with disability play in your club (You may select more than one)

☐ Swimmers

☐ Club Committee

☐ Other Volunteers

Indicate the number of roles all people with disability play in your club

Example: Your club currently has 10 people with disability. If you include 10 people with disability in your club, this is counted as 10 people. If you have 10 people with disability, one volunteer, this is counted as 11 people. If you have 10 people with disability, one volunteer, and one person undertaking a role, such as a swimmer or a club committee member, this is counted as 12 people.

It is divided into five sections. Each section focuses on
ns and provide some specific information in each
n worth 25 points.

range of options for participation

ility

es the clubs awareness and understanding of inclusion

club promotes itself to the community

nd how clubs seek out people with disability

	Maximum
	20%
	20%
	20%
	20%
	100%

ieve 100% and will reward clubs by recognizing the
t every club will achieve the five star level however, it is
chievements to make inclusion simply part of what you

Level	Exemplar Club
5	Leader in inclusion
4	Proactive about inclusion
3	Acting on inclusion
2	Thinking about inclusion
1	Discovering inclusion

GO Club Tip

GO Club Tool

Some Tips and Tools are linked to resources. Just CLICK!

ONLINE FROM 10 JANUARY to 25 APRIL 2014

imming.org.au. This workbook can help you record your
ive Club Standard questionnaire.



A. MEMBERSHIP AND ACTIVITIES - Maximum 25 Points

This section is about showing evidence of diverse membership and options for participation.
Welcoming people of all abilities and providing a range of ways to get involved will provide benefits to all members and will be viewed positively in the community.

Responses to some questions in this section will be automatically generated by Swimming Australia using data from the Clubs Online System. Results for the questions will be calculated based on information collected during the 12 month period of April 2013 to March 2014.

"Members with disability" are current financial members registered in Clubs Online and ticked the "Member with disability" box.

GO Club TIP
Make sure the Member with disability box is ticked in clubs online for all members with disability.

1. MEMBERS WITH DISABILITY

(% of your total club membership who are registered members with disability)

What % of your members are people with disability?

Clubs with registered members with disability
Clubs with no registered members with disability

3 points
0

Your Score

Answers will be generated by Swimming Australia

2. NEW MEMBERS WITH DISABILITY

(% increase in membership of people with disability since last season)

What % of your members with disability have joined as new members?

An increase in registered members with disability
No increase in registered members with disability

3 points
0

Your Score

Answers will be generated by Swimming Australia

3. PEOPLE WITH DISABILITY PARTICIPATING IN THE CLUB

How do people with disability participate in your club?

How many additional people with disability participate in your club who are not registered in Clubs Online with the "Member with disability" box ticked?

Number of Non-registered participants

No Points (for information only)

Number

If your club does include people with disability indicate the types of impairment.
(You may select more than one option)

☐

Physical

☐

Intellectual/Cognitive

☐

Transplant recipient

☐

None

☐

Vision/Blind

☐

Hearing/Deaf

☐

Other:

Indicate the types of roles all people with disability perform in your club.
(You may select more than one option)

☐

Swimmers

☐

Accredited Coaches

☐

Accredited Officials

☐

Club Administrators

☐

Club Committee

☐

Paid Club Staff

☐

Club Supporters

☐

None

☐

Other Volunteers:

Indicate the number of roles undertaken by all people with disability in your club

Example: Your club community may include 10 people with disability; 7 may be swimmers, one a volunteer and one a supporter, this is counted as 3 roles. If a single person undertakes more than one role, such as a swimmer and a committee member, this is counted as 2 roles.

3+ roles

3 points

2 roles

2 points

1 role

1 point

No participants

0 points

Your Score

GO Club Tool
Refer to the Guide to Conducting Multi-Class Events
Get it from swimming.org.au

GO Club TIP
Swimmers with disability need a classification to compete in Multi-Class events. Get info from swimming.org.au

A. MEMBERSHIP

4. COMPETITIVE OPT

What type of competit
(You may indicate more th

☐

Integrated (mem

☐

Concurrent (a

☐

Separate (comp

☐

No competition

5. NON-COMPETITIV

What type of non-com
(You may indicate more th

☐

Integrated (mem

☐

Concurrent (act

☐

Separate (activi

☐

No participation

6. WELCOME/ORIENT

Does/Doesn

Our club
session for all new mem

7. SOCIAL ACTIVITIE

Does/Doesn

Our club
can include members wi

8. DISCRIMINATION

Does/Doesn

Our club
that includes a statemen
access.

GO Club Tool
Use the Developing an Inclusive Policy tool
Get it from swimming.org.au

GO Club Tool
Use the Developing an Inclusion Strategy tool
Get it from swimming.org.au

9. INCLUSION STRAT

Are strategies for inclu
has a separate inclusi
If yes indicate which one

☐

In Clubs Strateg
Plan



ints

ip and options for participation.
ys to get involved will provide benefits
ly.

by Swimming Australia using data from the Clubs
tion collected during the 12 month period of April

Online and ticked the "Member with disability" box.

ers with disability) **Your Score**

Answers will be
generated by
Swimming Australia

t season) **Your Score**

Answers will be
generated by
Swimming Australia

Number

Information only)

asplant recipient ☐ None

or:

edited Officials ☐ Club Administrators

Supporters ☐ None

3 points

2 points

1 point

0 points

Your Score



GO Club Tool
Refer to the *Guide to
Conducting Multi-Class
Events*
Get it from
swimming.org.au

GO Club TIP
Swimmers with disability
need a classification to
compete in Multi-Class
events. Get info from
swimming.org.au

GO Club TIP
The key to delivering
inclusive activities is
being able to adapt and
modify. Get the *Adapting
and Modifying Inclusion
Type Factsheet* from
swimming.org.au



A. MEMBERSHIP AND ACTIVITIES (continued) - Maximum 25 Points

4. COMPETITIVE OPTIONS
What type of competitive options does your club offer for members with disability?
(You may indicate more than one option)

<input type="checkbox"/> Integrated (members with and without disability may compete in the same events)	2 points	Your Score <input type="text"/>
<input type="checkbox"/> Concurrent (competition is for SWD only, conducted at the same time/venue as other events)	2 points	
<input type="checkbox"/> Separate (competition is for SWD only, conducted at a different time/venue)	1 point	
<input type="checkbox"/> No competition for members with disability	0 points	

5. NON-COMPETITIVE OPTIONS
What type of non-competitive options does your club offer for members with disability?
(You may indicate more than one option)

<input type="checkbox"/> Integrated (members with and without disability participate in the same activities)	2 points	Your Score <input type="text"/>
<input type="checkbox"/> Concurrent (activity is for PWD only, conducted at the same time/venue as other activities)	2 points	
<input type="checkbox"/> Separate (activity is for PWD only, conducted at a different time/venue)	1 point	
<input type="checkbox"/> No participation options for members with disability	0 points	

6. WELCOME/ORIENTATION SESSION

Does/Doesn't	Your Score	
Our club <input type="text"/> offer a welcome/orientation session for all new members including members with disability.	<input type="button" value="Does"/> 1 point	<input type="text"/>
	<input type="button" value="Doesn't"/> 0 points	

7. SOCIAL ACTIVITIES

Does/Doesn't	Your Score	
Our club <input type="text"/> offer social activities which can include members with disability.	<input type="button" value="Does"/> 1 point	<input type="text"/>
	<input type="button" value="Doesn't"/> 0 points	

8. DISCRIMINATION AND EQUITABLE ACCESS POLICY

Does/Doesn't	Your Score	
Our club <input type="text"/> have a policy document in place that includes a statement about discrimination and equitable access.	<input type="button" value="Does"/> 2 points	<input type="text"/>
	<input type="button" value="Doesn't"/> 0 points	

9. INCLUSION STRATEGIES
Are strategies for inclusion of members with disability addressed in your clubs strategic plan and/or your club has a separate inclusion strategy document?
If yes indicate which one

<input type="checkbox"/> In Clubs Strategic Plan	<input type="checkbox"/> Separate Inclusion Strategy	Yes = 2 points No = 0 points	<input type="text"/>	Your Score <input type="text"/>
--	--	---------------------------------	----------------------	---

B. PHYSICAL ENVIRONMENT

This section is about showing how your club can make it as possible as possible for people with disability to use your club. It's important clubs cooperate with each other to make sure that people with disability can get the most out of their club that might need to be adapted.

10. THE CLUB FACILITY
What type of facility does your club use?
If your club operates out of more than one facility, please indicate all of them.

☐ Council facility ☐ Other facility (This section is about showing how your club can make it as possible as possible for people with disability to use your club. It's important clubs cooperate with each other to make sure that people with disability can get the most out of their club that might need to be adapted.)

11. FACILITY ACCESS
For this section consider the facility that you are most likely to use for your club.

Answer ALL questions
Are all public areas in your club accessible to people with disability?

Is the club facility free of hazards (E.g. pool equipment, storage containers, etc.)?

Are all potential hazards clearly marked?

Are tactile indicators used in the club (E.g. changes in floor surfaces, tactile markings on stair risers or braille on signs)?

Is there enough room on pathways for people with a companion or wheelchair to move with a companion or wheelchair?

Are floor and ground surfaces slip resistant?

Is your club venue well and evenly lit?

Are there toilets, showers and changing rooms accessible by people using a wheelchair?

Is there a poolside hoist or ramp for people requiring mobility assistance?

Are service counters (e.g. reception, poolside) at a height that can be accessed by people with disability?

Are emergency exits accessible to people with disability or with limited sight?

GO Club Tip
We recommend that clubs review this section with the facility operator or owner. This will help you to work together to address any potential access issues. Working with your facility operator is worth 6 points in this section (see question 13 and 14).



Maximum 25 Points

Members with disability?

(same events) 2 points

(venue as other events) 2 points

(venue) 1 point

0 points

Your Score

Members with disability?

(same activities) 2 points

(venue as other activities) 2 points

1 point

0 points

Your Score

Your Score

Does 1 point

Doesn't 0 points

Your Score

Does 1 point

Doesn't 0 points

Your Score

Does 2 points

Doesn't 0 points

Used in your club's strategic plan and/or your club

Yes/No

Your Score

Yes = 2 points
No = 0 points

B. PHYSICAL ENVIRONMENT AND TRANSPORT - Maximum 25 Points

This section is about showing evidence that the club facility is accessible. Ensuring as many people as possible can easily get to and get inside your club's facility may open the door to new members. It's important clubs cooperate with the owner or operator of the facility as there are some things that might need to be addressed with their help.

10. THE CLUB FACILITY

What type of facility does your club operate in?

If your club operates out of more than one facility type you may select more than one option

☐ Council facility ☐ School facility ☐ Private facility ☐ Other

(This question is for informational purposes only and is not worth any points)

11. FACILITY ACCESS

For this section consider the facility your club operates out of. If your club operates out of more than one facility complete this section considering the club's **primary** facility.

Answer ALL questions

Yes/No

Are all public areas in your club's facility wheelchair accessible?

Yes = 1 point
No = 0 points

Is the club facility free of hazards that may block a pathway?
(E.g. pool equipment, storage containers, pot plants)?

Yes = 1 point
No = 0 points

Are all potential hazards clearly marked?

Yes = 1 point
No = 0 points

Are tactile indicators used in the club venue?
(E.g. changes in floor surfaces that can be felt by a cane, markings on stair risers or brail lift buttons etc.)

Yes = 1 point
No = 0 points

Is there enough room on pathways, stairs and ramps for people to move with a companion or wheelchair? (Recommended 2000mm)

Yes = 1 point
No = 0 points

Are floor and ground surfaces slip resistant throughout the club venue?

Yes = 1 point
No = 0 points

Is your club venue well and evenly lit throughout?

Yes = 1 point
No = 0 points

Are there toilets, showers and change rooms that are accessible by people using a wheelchair?

Yes = 1 point
No = 0 points

Is there a poolside hoist or ramp to aid water entry and exit for people requiring mobility assistance?

Yes = 1 point
No = 0 points

Are service counters (e.g. reception desk, canteen counter) at a height that can be accessed by a person using a wheelchair?

Yes = 1 point
No = 0 points

Are emergency exits accessible to a person using a wheelchair or with limited sight?

Yes = 1 point
No = 0 points



GO Club Tip
We recommend that clubs review this section with the facility operator or owner. This will help you to work together to address any potential access issues. Working with your facility operator is worth 6 points in this section (see question 13 and 14).



B. PHYSICAL ENVIRONMENT AND TRANSPORT - Maximum 25 Points

Is there somewhere safe for members to store mobility aids when they are not in use?

Are assistance/guide dogs allowed?

12. CONSIDERING THE CLUB VENUE

Answer ALL questions

Can members get to your club venue easily?

If yes, where is the nearest public transport?

(E.g. bus stop, train station, tram stop)

Is there a designated drop-off/pick-up area at the club venue which is advertised to members?

Are there designated accessible parking spaces at the club venue?

Are members able to reserve a space for their vehicle advertised to members?

Can a person using a wheelchair or other mobility aid access the space(s) to your club venue?

Is the club venue well signposted and car park?

13. WORKING WITH THE FACILITY OPERATOR

Did your club review the facility with the owner/operator?

If yes provide the facility operator's name and contact details.

Name:

Signature:

14. ACCESSIBILITY ACTION PLAN

Has your club developed an accessibility action plan?

An accessibility action plan is a document that outlines the steps your club will take to improve accessibility.

club with the help of our Accessibility Action Plan tool.



GO Club Tool
Use the Accessibility Action Plan tool.
Get it from swimming.org.au



Name:		Yes = 5 points		
Contact Details:		No = 0 points		

GO Club Tip
The club could appoint someone to the role of inclusion officer or simply direct people to an existing committee member or welfare officer.



27. DETAILS INCLUDED IN
Does the information in all of the following (select all that apply)
(option)

Venue accessibility and public transportation
Times and availability of club programs
Costs of program/services
Contact information (including address and phone number)
None of the above

GO Club Tip
Consider the many ways to deliver information such as online, hard copies, large print, plain or Easy English, audio, braille, electronic etc.



Points

udes and awareness of disability
awareness among members is integral in
This benefits all members not just those

		Your Score
Does	3 points	
Doesn't	0 points	

WITH RESPECT

Yes/No	Your Score
Yes = 2 points No = 0 points	

Yes/No	Your Score
Yes = 3 points No = 0 points	

teers and/or coaches undertaken disability

Yes/No	Your Score
Yes = 3 points No = 0 points	

Number	Your Score
6 points 4 points 2 points 0 point	

Yes/No	Your Score
Yes = 3 points No = 0 points	

d by members and potential members about

Yes/No	Your Score
Yes = 5 points No = 0 points	

D. COMMUNICATION AND MARKETING - Maximum 25 Points

This section is about showing evidence that clubs provide information to members and the community in a way that is accessible to as many people as possible. By offering a range of ways for people to access information and by being specific about how people with disability can get involved clubs can be more successful in promoting opportunities.

GO Club Tip
There are many ways people can communicate beyond the spoken word. Get the Communication Inclusion Tip Sheet from swimming.org.au

21. USING A RANGE OF COMMUNICATION METHODS

Do club committee members, administrators, volunteers and/or coaches use a range of methods when communicating directly with members?

Yes = 2 points
No = 0 points

Yes/No

Your Score

GO Club Tip
Consider hosting a forum conducting a survey or inviting members to committee meetings.

22. GETTING FEED BACK AND OPINIONS

Are members with disability afforded the opportunity to voice their opinion and/or feedback on your clubs programs and services?

Yes = 2 points
No = 0 points

Yes/No

Your Score

23. INFORMATION ABOUT SERVICES FOR PEOPLE WITH A DISABILITY

Does your club provide information about services for people with disability?

Yes = 2 points
No = 0 points

Yes/No

Your Score

24. REFERRING TO YOUR CLUBS PRINTED MATERIAL

Is your clubs printed material produced with: (One point per option)

Wide page margins
Text descriptions to explain tables and photos
Soft white or off white paper colour (non-glossy)
Simple easy to understand wording
None of the above

1 point
1 point
1 point
1 point
0 points

Your Score

GO Club Tip
Consider the many ways to deliver information such as online, hard copies, large print, plain or Easy English, audio, braille, electronic etc.

25. FORMAT OF INFORMATION

Does your club provide information for members in alternative formats?

If yes list options:

Yes = 2 points
No = 0 points

Yes/No

Your Score

26. INFORMATION ABOUT DISABILITY ACCESS, SERVICES AND OPPORTUNITIES

Is information about disability access, services and opportunities in your club included in one or more of the following? (One point per option)

Newsletters
Press releases/Newspaper publications
Brochures
Meet programs and/or Almanacs
Website
None of the above

1 point
1 point
1 point
1 point
1 point
0 points

Your Score

27. DETAILS INCLUDED IN CLUB INFORMATION

Does the information in all club promotional material include one or more of the following? (One point per option)

Venue accessibility and public transport options
Times and availability of club programs/services
Costs of program/services
Contact information (including at least a phone number and email address)
None of the above

1 point
1 point
1 point
1 point
0 points

Your Score



D. COMMUNICATION

28. INVITATION TO GET
When producing information al
clearly stated that people with

GO Club Tip
Sometimes it's as simple as saying "People with disability are welcome".

29. USING IMAGES OF P
Does your club include images
in promotional material?

GO Club Tip
Ensure you gain permission from the photographer and the people in the photo.

25 Points

information to members and the
as possible. By offering a range of ways
out how people with disability can get
rtunities.

Yes/No	Your Score
Yes = 2 points No = 0 points	

Yes/No	Your Score
Yes = 2 points No = 0 points	

Yes/No	Your Score
Yes = 2 points No = 0 points	

Your Score
1 point 1 point 1 point 1 point 0 points

Yes/No	Your Score
Yes = 2 points No = 0 points	

AND OPPORTUNITIES

es in your club included in one or more of the

Your Score
1 point 1 point 1 point 1 point 1 point 0 points

ie or more of the following? (One point per

Your Score
1 point 1 point 1 point 1 point 0 points



D. COMMUNICATION AND MARKETING (continued) – Maximum 25 Points

GO Club Tip
Sometimes it's as simple
as saying "People with
disability are welcome".

28. INVITATION TO GET INVOLVED

When producing information about club activities and events is it
clearly stated that people with disabilities are included and welcome?

Yes = 2 points
No = 0 points

Yes/No

Your Score

GO Club Tip
Ensure you gain
permission from the
photographer and the
people in the photo.

29. USING IMAGES OF PEOPLE WITH DISABILITY

Does your club include images of people with disability
in promotional material?

Yes = 2 points
No = 0 points

Yes/No

Your Score



E. CONNECTING WITH

This section is about s
community and are tal
disability community v
people can get involve

GO Club Tip
Local councils usually
have a list of local
community organisations.

30. CONTACTING DISA

Has your club prepared a con
the local community?

GO Club Tip
Start off by simply making
a phone call or organising
a visit. From there, work
out how you can assist
each other.

31. ESTABLISHING REL

Has your club establishe

4 or more organisations
2-3 organisations
1 organisation
No relationships

32. IDENTIFYING OPPO

Have you identified any
local disability communi

If yes please list:

33. PROMOTING TO DIS

Has your club sent informati
organisations in your commu

34. INVITING PEOPLE V

Are people with disability invi

35. INVOLVMENT IN CO

Are people with disability
If yes what role(s)

36. IDENTIFYING THE M

Have you undertaken to
If yes what did your club disc

– Maximum 25 Points

Yes/No	Your Score
<input type="checkbox"/>	<input type="text"/>

Yes/No	Your Score
<input type="checkbox"/>	<input type="text"/>

E. CONNECTING WITH THE DISABILITY COMMUNITY - Maximum 25 Points

This section is about showing evidence that clubs are creating links with the local disability community and are taking steps to understand their needs. Building better networks with the local disability community will allow clubs to let people with disability know about opportunities ensuring people can get involved more easily.



GO Club Tip
Local councils usually have a list of local community organisations.

30. CONTACTING DISABILITY ORGANISATIONS

Has your club prepared a contact list of disability organisations in the local community?

Yes = 2 points
No = 0 points

Yes/No

Your Score



GO Club Tip
Start off by simply making a phone call or organising a visit. From there, work out how you can assist each other.

31. ESTABLISHING RELATIONSHIPS WITH DISABILITY ORGANISATIONS

Has your club established relationships with disability organisations in the local community?

Your Score

4 or more organisations
2-3 organisations
1 organisation
No relationships

6 points
4 points
2 points
0 points

32. IDENTIFYING OPPORTUNITIES TO COLLABORATE

Have you identified any programs or services your club offers that would benefit from collaboration with the local disability community?

If yes please list:

Yes/No

Your Score

Yes = 1 point
No = 0 points

33. PROMOTING TO DISABILITY ORGANISATIONS

Has your club sent information or publicity material to disability organisations in your community?

Yes = 2 points
No = 0 points

Yes/No

Your Score

34. INVITING PEOPLE WITH DISABILITY

Are people with disability invited to club meetings and/or events?

Yes = 2 points
No = 0 points

Yes/No

Your Score

35. INVOLVMENT IN COMMITTEES

Are people with disability invited and subsequently included in club committees or advisory groups?

If yes what role(s)

Yes/No

Your Score

Yes = 2 points
No = 0 points

36. IDENTIFYING THE NEEDS/WISHES OF PEOPLE WITH DISABILITY

Have you undertaken to identify the needs/wishes of people with disability in your community?

If yes what did your club discover?

Yes/No

Your Score

Yes = 5 points
No = 0 points

E. CONNECTING WITH

37. ACTING ON WHATS

Have you taken steps to

If yes what did your club do?

TY - Maximum 25 Points

ing links with the local disability
Building better networks with the local
ability know about opportunities ensuring

	Yes/No	Your Score
= 2 points = 0 points		

INISATIONS

	Yes/No	Your Score
ions in the local community? points points points points		

at would benefit from collaboration with the

	Yes/No	Your Score
= 1 point = 0 points		

	Yes/No	Your Score
= 2 points = 0 points		

	Yes/No	Your Score
= 2 points = 0 points		

club committees or advisory groups?

	Yes/No	Your Score
= 2 points = 0 points		

ABILITY

disability in your community?

	Yes/No	Your Score
= 5 points = 0 points		

E. CONNECTING WITH THE DISABILITY COMMUNITY (continued) - Maximum 25 Points

37. ACTING ON WHATS BEEN LEARNT

Have you taken steps to ensure that what you have learnt has been acted on?

If yes what did your club do?

	Yes/No	Your Score
<div> <div>Yes = 5 points No = 0 points</div> <div></div> </div>		

YOUR INCLUSIVE CLUB

Club Name	
Contact	
Postal Address	
	City
	Ph
	Em
	OV
	Me
	Phy
	Att
	Co
	Co
	OV
Standard Achieved	

This booklet must be submitted
Club Standard submission form

Please indicate whether the following

- ☐ Club Policy document
- ☐ Strategic Plan and/or
- ☐ Accessibility Action Plan
- ☐ Club Code of Conduct
- ☐ List of club people co

CONTACTS

Swimming Australia Ltd
Unit 12/7 Beissel St
BELCONNEN ACT 2617
T: 02 6219 5600
E: swim@swimming.org.au

Swimming New South Wales
29/11-21 Underwood Rd
HOMEBUSH NSW 2140
T: 02 9763 5833
E: admin@nsw.swimming.org.au

Swimming SA
SA Aquatic and Leisure Centre
443 Morphett Rd
OAKLANDS PARK SA 5046
T: 08 7123 0848
E: admin@swimmingsa.org.au



(continued) - Maximum 25 Points

been acted on?

Yes/No

Your Score

= 5 points
= 0 points

YOUR INCLUSIVE CLUB STANDARD...

Club Name		
Contact		
Postal Address		
City:	State:	Post code:
Phone:	Website:	
Email:		
OVERALL TOTAL SCORE		
	Score	Percentage
Membership and Activities		
Physical Environment and Transport		
Attitudes and Awareness		
Communication and Marketing		
Connecting with the disability community		
Overall Total		
Standard Achieved		

This booklet must be submitted online by 25 April 2014. Visit swimming.org.au to complete the online GO Club Inclusive Club Standard submission from 10 January 2014 onwards.

Please indicate whether the following items are available for verification

- | | |
|--|--|
| <input type="checkbox"/> Club Policy document (Q8) | <input type="checkbox"/> Copies of communication and marketing material (Q 23-29) |
| <input type="checkbox"/> Strategic Plan and/or Inclusion Strategy (Q9) | <input type="checkbox"/> List of contacts for local disability organisations (Q30) |
| <input type="checkbox"/> Accessibility Action Plan (Q14) | <input type="checkbox"/> Evidence of relationships with local disability organisations (Q31) |
| <input type="checkbox"/> Club Code of Conduct (Q15) | <input type="checkbox"/> List of programs and services (Q32) |
| <input type="checkbox"/> List of club people completed training (Q18) | <input type="checkbox"/> Example of club information sent to disability organisations (Q33) |

CONTACTS

Swimming Australia Ltd

Unit 12/7 Beissel St
BELCONNEN ACT 2617
T: 02 6219 5600
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HOMEBUSH NSW 2140
T: 02 9763 5833
E: admin@nsw.swimming.org.au

Swimming SA

SA Aquatic and Leisure Centre
443 Morphett Rd
OAKLANDS PARK SA 5046
T: 08 7123 0848
E: admin@swimmingsa.org.au

Swimming Queensland

Brisbane Aquatic Centre
Cnr Old Cleveland and Tilley Rds
CHANDLER QLD 4157
T: 07 3390 2011
E: admin.qld@swimming.org.au

Swimming Victoria

Melbourne Sports and Aquatic Centre
Aughtie Dr
ALBERT PARK VIC 3206
T: 03 9686 5222
E: sv.admin@vic.swimming.org.au

Swimming Tasmania

5 Franklin Wharf
HOBART TAS 7000
T: 03 6222 6555
E: admin@tas.swimming.org.au

Swimming WA

Level 1 Beattie Park Leisure Centre
Vicent St
NORTH PERTH WA 6006
T: 08 9328 4599
E: wasa@wa.swimming.org.au

Swimming NT

Sports House
Warratah Cres
FANNIE BAY NT 0820
T: 08 8981 5483
E: admin.nt@swimming.org.au



2013 GO CLUB INCLUSIVE CLUB STANDARD

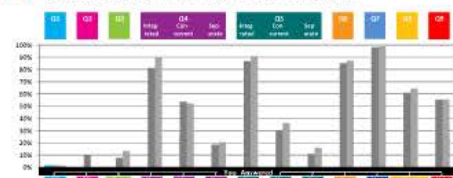


The following graphs indicate how your club is performing against other clubs in your state, and the national averages across the five essential areas of the GO Club Inclusive Club Standard. You will see where you have performed well, and areas that you can address to improve your club's overall performance.

Each question is listed and your club's answer from the GO Club Inclusive Club Standard workbook is shown in colour. The state and national averages are shown in two shades of grey. Your club's summary and overall award is located on the bottom-right of the page.

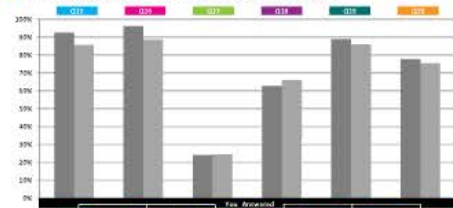
MEMBERSHIP AND ACTIVITIES

- 1. Percentage of total club membership are people with disability
- 2. Percentage increase in membership of people with disability since last season
- 3. Number of roles undertaken by people with disability in your club
- 4. Type of competitive options offered for members with disability
- 5. Type of participation (non-competitive) options offered for members with disability
- 6. Offers a welcome session for all new members including members with disability
- 7. Offers social activities which can include members with disability
- 8. Policy document that includes statement about discrimination and equitable access
- 9. Strategies for inclusion addressed in strategic plan or separate inclusion strategy



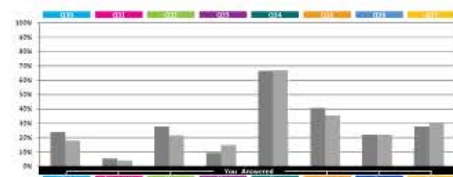
ATTITUDES AND AWARENESS

- 10. Club code of conduct addresses discriminatory behaviour
- 11. Equality and respect for all members. Club actively conveys this message
- 12. Members with disability fulfill leadership roles
- 13. Committee/Administration/Volunteers/Coaches undertaken disability/inclusion training
- 14. Committee/Administration/Volunteers/Coaches experienced with a range of disabilities
- 15. Club has designated person to contact about disability and inclusion issues



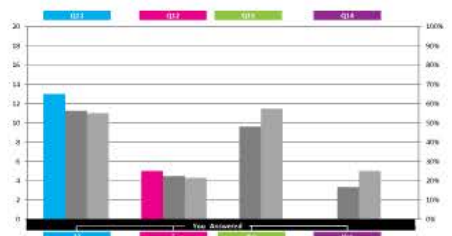
CONNECTING WITH THE DISABILITY SECTOR

- 16. Prepared a contact list of disability organisations in the community
- 17. Established relationships with disability organisations in the community
- 18. Identified programs/services that benefit from collaboration with local disability community
- 19. Sent club information/publicity material to disability organisations in the community
- 20. People with disability invited to club meetings/events
- 21. People with disability invited and included in club committees or advisory groups
- 22. Undertaken to identify needs/wishes of people with disability in the community
- 23. Taken steps to act on what has been learnt



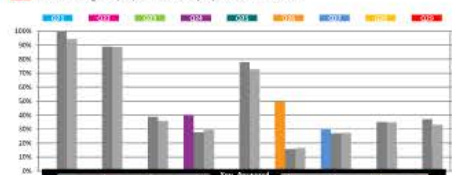
PHYSICAL ENVIRONMENT AND TRANSPORT

- 1. Facility scores (score)
- 2. Considering transport needs (score)
- 3. Reviewed this section with facility owner/operator
- 4. Accessibility action plan developed with the help of facility owner/operator



COMMUNICATION AND MARKETING

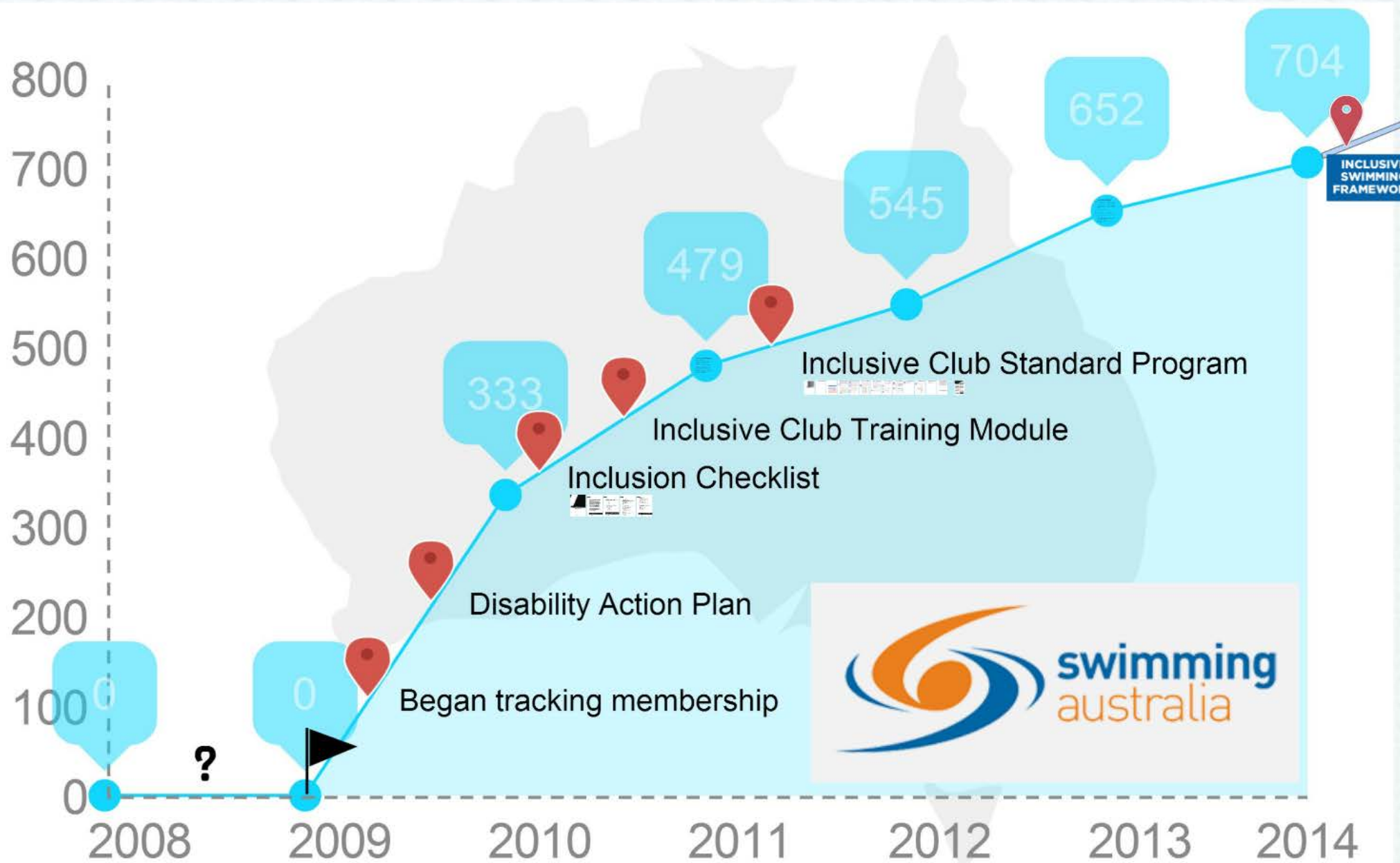
- 24. Range of methods when communicating directly with members
- 25. Members with disability afforded the opportunity to voice their opinion and/or feedback
- 26. Club provides information about services for people with disability
- 27. Printed material produced in accessible format
- 28. Provide information for members in alternative format
- 29. Include information about disability access, services and opportunities
- 30. All club promotional material includes accessibility information
- 31. Activities and events information states that people with disabilities are welcome
- 32. Include images of people with disability in promotional material



LEADER IN INCLUSION

Sunbury Amateur Swimming Club Inc

MEMBERSHIP AND ACTIVITIES	17 / 25
PHYSICAL ENVIRONMENT AND TRANSPORT	24 / 25
ATTITUDES AND AWARENESS	25 / 25
COMMUNICATION AND MARKETING	20 / 25
CONNECTING WITH THE DISABILITY SECTOR	25 / 25
OVERALL TOTAL	111 / 125 = 89%



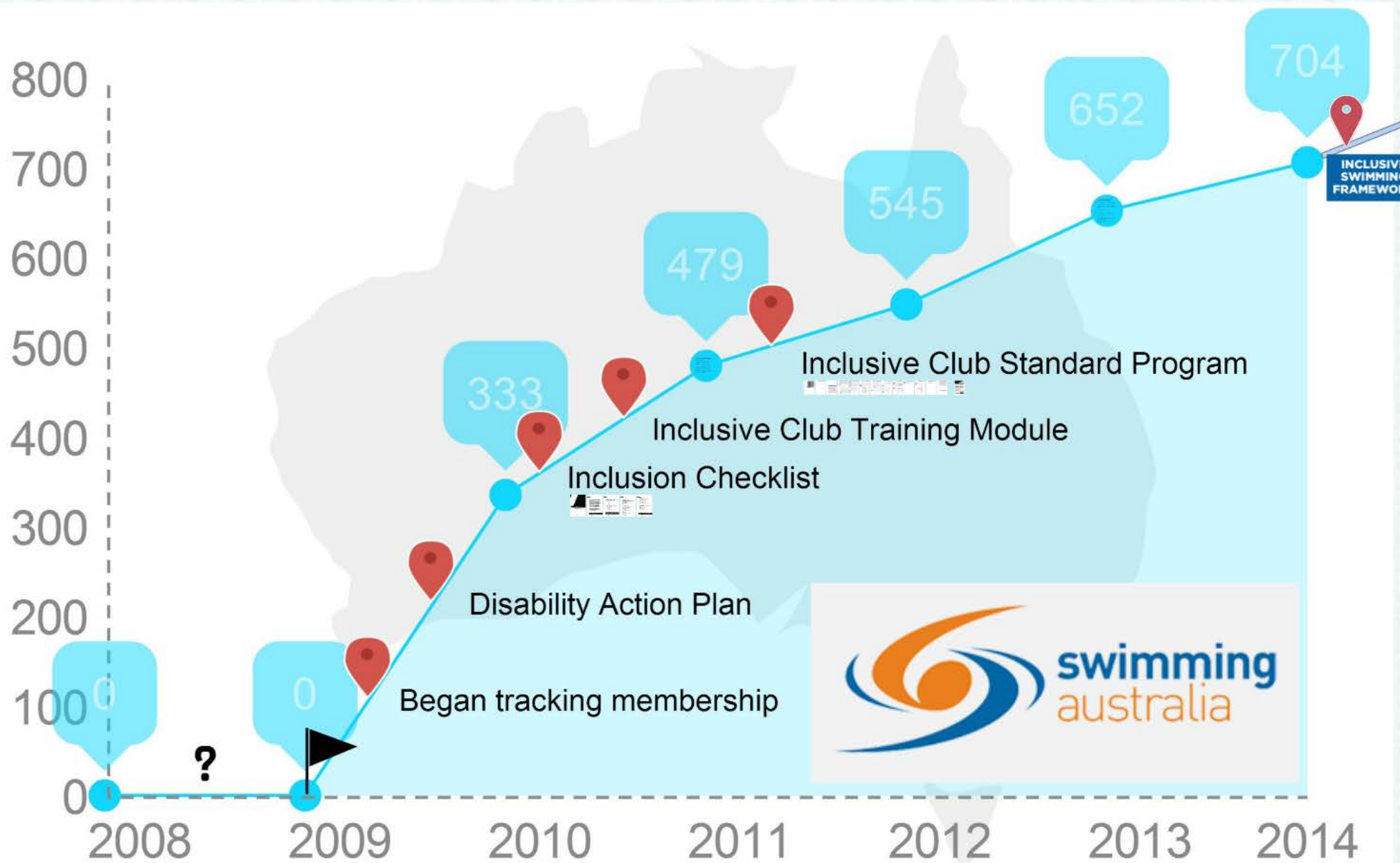
2013 ICS Findings



1. Increase in membership of people with disability
2. Increase in clubs with members with disability
3. Most felt the program was valuable and improved their inclusive practice "we learned what we weren't doing"
4. Valuable feedback provided to clubs in accessible formats



1. Quite a large process for local clubs "too much effort"
2. Limited support to develop plans of action - next steps
3. Very difficult to monitor actions taken by clubs to address areas of weakness
4. Took too long to provide feedback and results (up to 2 months)



704

1000

INCLUSIVE SWIMMING FRAMEWORK

*7 Pillars of
Inclusion Self
Assessment
Tool*





www.7pillarsofinclusion.com



7 Pillars of Inclusion



The 7 Pillars of Inclusion

A starting point for inclusion and diversity in your sport



Introduction

We introduce you to the 7 Pillars of Inclusion with a short graphical video and outline of what to expect and how to use the 7 Pillars.



Pillar 1: Access

In Pillar 1 we consider carefully what it is to create a welcoming environment in sport and the habits we can explore to create it.



Pillar 2: Attitudes

In Pillar 2 we look at the important difference between a positive intention and change in behaviour.



Pillar 3: Choices

There needs to be choice to make inclusion work. But the trick is developing real choices that are relevant to diverse populations.

April 28, 2014

Welcome

Welcome to The 7 Pillars of Inclusion website. If you value inclusion and diversity in your sport, then you are in the right place. Here, we help you identify strengths and weaknesses around inclusion and diversity and help you along the path to creating a strong inclusive culture for your sport.

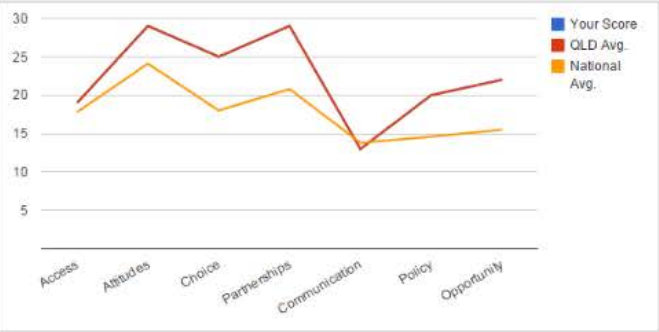
Get started

Get started with the 7 Pillars by clicking on the Introduction section at the top of this page then following the program through each of the Pillars.

7 Pillars of Inclusion

Name: Michael Woods Organization/Club: Swimming Australia

Congratulations on completing the 7 Pillars questionnaires. Remember, this is a starting point to help you deal with issues of inclusion. Below you will find the results of the questionnaires. First take a look at your performance over the 7 Pillars. As a guide, we rated your responses in each Pillar out of a possible 30 points (maximum 210 points). The higher the score, the better your rated in that particular Pillar.



You can see from this where you are strong and which areas may need some work.

You Scored:
157

Congratulations, you have scored very well across all of the Pillars. You are consistently doing the right things and moving toward inclusion. Of course, 'inclusion' is about continuous improvement and identifying habits that may be restricting growth in specific areas. Take a close look at your results and think about which areas you think might improve in the future. Start working on those.

To help you with this we have further graded your score in a 'traffic light' system according to the following:

- Needs significant work toward Inclusion across all Pillars.
- Good overall but needs some work in specific Pillars.
- Very good over all Pillars - Keep improving in specific Pillars.

This should give you a reasonable picture to how you are going across the 7 Pillars of Inclusion. Of course, if you have scored well in one area, such as 'Policy' it does not mean that you do not need to keep working in that area. Full inclusion means constant improvement across all Pillars over time. Inclusion is about continuous improvement and changing habits over the long term. Now, revisit the resources inside the 7 Pillars of Inclusion.

How can Audits be used to Impact on Membership

People with Disability

