

POLICY

TITLE: Inclusion Policy

RELATED DOCUMENTS/POLICIES:

KWA-GOV-001 Constitution for Kiteboarding Western Australia Incorporated
KWA-GOV-002 Board Charter
KWA-POL-001 Privacy Policy

APPLICABILITY: This policy applies to all Kiteboarding Western Australia Inc stakeholders and members and all other people or organisations which by agreement or otherwise, are bound to comply with this policy. This policy applies to behaviour occurring during the course of Kiteboarding Western Australia Inc activities, competitions, and events.

APPROVAL: Motion to accept this document revision was moved, seconded and carried by the executive of Kiteboarding Western Australia Inc on 1 March 2022.

DOCUMENT NUMBER: KWA-POL-009

REVISION: 1

APPROVED:

Title	Electronically signed	Date (yyyy-mm-dd)

REVISION LOG:

Version	Date (dd/mm/yyyy)	Description of Changes
1.0	01/03/2022	Initial Release

Inclusion Policy

Social inclusion is about making sure that all children and adults are 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 or sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

This policy provides Kiteboarding Western Australia Inc's (KWA) position on the inclusion of all people with a particular focus on kiteboarders with a disability.

Rationale

Sport can play a powerful role in:

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

Research shows lower than average participation rates in some population groups, compounded by discrimination when participating in sport. It is important that KWA takes an active leadership role in supporting and encouraging diverse participation in all aspects of kiteboarding, including paid and voluntary roles in coaching, officiating and administration.

Principles and Beliefs

This policy is based on and upholds:

- 1) Human Right Principles relating to equity, access, participation and support
- 2) Essence of Australian Sport principles relating to fair play, respect, responsibility and safety requirements under anti-discrimination and equal opportunity laws
- 3) Responsible social and community values

This policy upholds the belief around:

- 1) The importance of valuing both participation and competition
- 2) That an inclusive kiteboarding community can contribute to community safety, a fair go for all members and develop a social network for people who may not have previously had a feeling of belonging
- 3) That inclusive environments contribute to a sense of local and community participation and strives to uphold the positive differences and diversity between people
- 4) That inclusive organisations become a hub and are key social spaces, which contribute to community

Policy Coverage

This policy covers all KWA areas of authority and applies to everyone involved in the activities of KWA including committee and board members, staff, volunteers, players, coaches, officials, administrators, parents and spectators.

Purpose

The purpose of this policy is to help KWA take action to promote inclusion and act to assist in the prevention of those problems associated with discrimination within kiteboarding.

Therefore, in partnership with its key stakeholders, the aim of KWA is to provide a space where all people feel:

- Welcome,
- Represented,

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

Position Statement

KWA embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of all people, in particular kiteboarders with a disability in all aspects of our sport.

Inclusion will only work if all kiteboarders embrace the idea of including people of all ages and abilities into the kiteboarding community and sharing an understanding that all members of the community have a part to play in developing and maintaining a vibrant culture of acceptance in Western Australia.

Inclusion involves the integration of people with varying abilities into mainstream activities within the kiteboarding community. Any organization is only as good as the people who make it up and it is the responsibility of all members to recognize the value of persons of varying abilities.

KWA Commitment

KWA staff, board members and volunteers will, within their areas of responsibility and resources, take all reasonable steps to address barriers which limit people's participation in programs and services within the physical, social and virtual environment of kiteboarding.

Genuine participation in the kiteboarding community requires contributions from both participants and groups and therefore our members will regard every person as an active and contributing participant.

Given the importance of sport and recreation to everyone in the community, KWA agrees that it is of utmost importance to the kiteboarding community that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.

In practical terms KWA will actively work to:

- Speak with community groups and make respectful relationships with other organisations to facilitate inclusive practices and challenge barriers to participation;
- Take all reasonable steps to eliminate discrimination from our structures and practices;
- Encourage people from all areas of the community to be recognised, respected, valued and welcomed into kiteboarding;
- Deliver opportunities for training in coaching, officiating and leadership positions; and
- Advocate for the creation and maintenance of safe, accessible, inclusive and equitable physical and social environments.

Update and Review

This policy will be reviewed every two years.

The Kiteboarding Western Australia Inc contact person for this policy is the President. They can be contacted at

President of KWA: president@kiteboardingwa.org.au