



**JAMESTOWN  
GYMNASTICS**

**Disability/Discrimination  
Action Plan**  
*2015 - 2020*

Policy Name (filename) disability\_discrimination\_ActionPlan.doc

Date of Approval -

Date for Next Review -

## **1. Overview of Jamestown Gymnastics**

Jamestown Gymnastics has a volunteer committee and coaching staff to run the sessions.

Jamestown Gymnastics is accredited with Gymnastics SA.

Gymnastics for all is a movement program for children, designed to develop the whole child socially, emotionally, cognitively and physically in a safe, structured, multi-sensory environment. Jamestown Gymnastics has a membership of over 40 children and their families.

The majority of families attending Jamestown Gymnastics come from the Northern Areas Council area.

Jamestown Gymnastics Vision Statement is to:  
encourage the healthy development of the child by providing a safe, fun, and welcoming environment for children and their families.

Jamestown Gymnastics will do this by:

- delivering a safe and high quality Gymnastics experience for children
- attracting a diverse and growing membership
- recruiting and retaining quality coaches and volunteers
- ensuring the sustainable management of the Club
- promoting the sport of gymnastics; and
- contributing to and supporting the Northern Areas Council Community

## **2. Introduction**

The Jamestown Gymnastics' Disability Discrimination Act Plan (DDAP), has been developed in response to the Disability Discrimination Act (1992) ("DDA") and is the primary document to guide the Jamestown Gymnastics' decision making responsibilities in the inclusion of people with disabilities.

Jamestown Gymnastics is committed to creating and supporting an environment that is free of discrimination and pro-active about facilitating access and inclusion.

Jamestown Gymnastics recognises that children and families with a disability have the same rights to equality as the rest of the community. People with a disability become involved in sport for exactly the same reasons as their able-bodied peers, including:

- fun, fitness and enjoyment
- they love to have a go
- social contact and interaction



- overcoming barriers
- build upon self esteem
- increase skills and knowledge

This Plan is designed to focus the efforts of Jamestown Gymnastics towards achieving a truly inclusive environment for all staff and members. It is a 5 year document which will outline the major areas of focus for our facilities and programs to ensure standards specified in the DDA are achieved. The Plan will be reviewed annually and priorities flagged for the coming year.

There are benefits to Jamestown Gymnastics in the preparation of a formal plan including:

- raising the awareness of our obligations within the Club and the community
- addressing the Club's legislative responsibilities under the Act
- provide equity in a proactive and positive way
- setting clear priorities with appropriate actions
- improving the quality and access to Gymnastics programs for children and families in the Northern Areas Council Community.

This Plan will be lodged with the Australian Human Rights Commission.

### ***3. DISABILITY DISCRIMINATION ACT 1992 (DDA)***

The DDA is based on the principle that the right to equal access to goods and services is a basic human right, regardless of whether a person has a disability or not. It makes it illegal to discriminate, on the basis of disability, either directly or indirectly.

Section 3 of the Act states its primary objectives as being:

- “to eliminate, as far as possible, discrimination against persons on the ground of disability in the areas of: work, accommodation, education, access to premises, clubs and sport;  
and the provision of goods, facilities, services and land; and existing laws;  
and the administration of Commonwealth laws and programs; and
- to ensure, as far as practicable, that persons with disabilities have the same rights to equality before the law as the rest of the community; and
- to promote recognition and acceptance within the community of the principle that persons with disabilities have the same fundamental rights as the rest of the community.”

As an incorporated sports club, Jamestown Gymnastics has legal responsibilities under the DDA to address discrimination throughout the club and during the delivery of its sports programs.

### ***WHAT IS A DISABILITY? (see also Appendix A)***

Anyone in the community may experience disability at some time in life. Disability is a normal part of the human experience, and people with disabilities are part of all sections of the Australian community: men, women, and children; indigenous and non-indigenous; employers and employees; students and teachers; consumers and citizens.

The DDA uses a broad definition of “disability” encompassing physical, intellectual, sensory, psychiatric and neurological disabilities. It also covers physical disfigurement and the presence of an organism in the body capable of causing disease such as HIV/AIDS.

Australian Bureau of Statistics figures indicate that 20 per cent of the Australian population, or more than three million people, have one or more disabilities; and that this proportion is increasing, especially as the population ages.

The DDA protects an even broader section of society than this because:

- it also protects people who are associates of people with a disability (including families, friends and carers);
- the DDA definition of disability is wider at important points than the definition used by the ABS (for example, the ABS excludes short-term disabilities lasting less than six months and is thus likely to understate mental disorders in particular, while the DDA covers these);
- people who do not have a disability now may face disability discrimination in the future; and
- the DDA prohibits discrimination on the basis of imputed disability.
- 

## ***4. Strategic Context***

The Jamestown Gymnastics club uses a Strategic Plan to set the goals, objectives and strategies that guide the Club over a five year period.

In order to achieve these goals a number of objectives have been developed, some of which relate directly to areas covered within the DDAP.

Strategic Objective One - delivering a safe and high quality Gymnastics experience for children and families

*Relevant indicator – development and delivery of innovative new Gymnastics programs and positive feedback from members*

Strategic Objective Two - attracting a diverse and growing membership

*Relevant indicators – development and implementation of Equal Opportunity and Diversity Policies, and hardship strategies*



Strategic Objective Three - recruiting and retaining quality coaches and volunteers

*Relevant indicator – safe and rewarding work environment that encourages diversity and promotes skill development*

Strategic Objective Four - ensuring the sustainable management of the Club

*Relevant indicator – encouraging new committee members with diverse skills and experiences.*

Strategic Objective Five - promoting the sport of gymnastics; and

*Relevant indicator – promoting access to gymnastics training and facilities for all community members*

Strategic Objective Six - contributing to and supporting the Northern Areas Council Community.

*Relevant indicator – developing strategies to identify families and community members that would benefit from Jamestown Gymnastics programs and assisting access to these programs; identifying strategies to review Jamestown Gymnastics programs to further promote access to families and community members, particularly those with disabilities.*

## **5. Communication Strategies**

This DDAP will be:

- disseminated to all Jamestown Gymnastics volunteers and members;
- clearly displayed on the Jamestown Gymnastics website;
- included in new membership information
- included in staff and committee member induction information;
- referred to in the Strategic Plan;
- incorporated in Performance Management processes;
- shared with other Kindergyms and Gymnastics SA;
- promoted within the Jamestown Gymnastics newsletters and other publications.

## **6. Priority Areas**

The following six priority areas have been identified as priorities for Jamestown Gymnastics

**1. Gymnastics Access** (i.e. facility and apparatus/equipment) How physical barriers restrict or limit access to Jamestown Gymnastics facilities and equipment.

i.e. entrances, toilets, change rooms, car parking, vehicle set down areas and apparatus (i.e. floor plan, modified equipment).

***2. Welcoming Positive Environments***

How Jamestown Gymnastics welcomes children to participate in its sessions and activities and how it delivers its programs i.e. insuring that all children and families are provided with a warm welcome and have the opportunity to communicate their needs and interests

***3. Culture of Inclusiveness***

How Jamestown Gymnastics communicates information about the Gymnastics program to people with a disability and their families. i.e. regularly seeking advice from experts and organisations representing people with a disability to ensure programs and environments are appropriate and attractive for children and families with disabilities

***4. Support for Children and families with Disabilities***

How Jamestown Gymnastics supports its activities, programs and services to ensure a child with a disability has similar access, participation and opportunities as other members and potential members. i.e. regularly reviewing programs and equipment to ensure maximum access by children and families with disabilities wherever possible.

***7. Processes For Monitoring, Evaluating, Reviewing, And Updating The Plan***

This DDAP will undergo continuous evaluation and amendment to ensure its effectiveness:

The process will involve:

***1. Monitoring the plan***

Updates, outlining the progress of the strategies contained in the plan, will be provided to Mt Lofty Kindergym Committee and its members.

***2. Evaluation***

The DDAP will be evaluated annually against each performance indicator.

***3. Review & Updating***

The DDAP will be reviewed annually by the Jamestown Gymnastics Committee, with feedback requested from all members. An updated DDAP will be made available to members each year.

## ***Appendix A***

### ***Definitions***

A listing of terms, and their definitions used in the Gymnastics SA Disability Discrimination Action Plan follow.

Disability Discrimination Action Plan (DDAP) - A DDAP is a detailed statement of how a State Sporting Organisation (i.e. Gymnastics SA) intends to comply with the Disability Discrimination Act 1992.

In general terms the DDAP will seek to identify areas where discrimination may currently or (potentially exist), and map out a strategy for prevention. The plan is a proactive approach toward ensuring the Association offers good management and customer focus around promoting inclusion for people with disabilities in the sport.

**Disability** - there are many definitions of disability. In this plan, Gymnastics SA has adopted the broad definition used in the Disability Discrimination Act (DDA) 1992. This definition aims to include all people with a disability regardless of the severity of disability or the extent of its effect.

In the Act, a disability is defined as:

- (a) total or partial loss of the person's bodily or mental functions; or
- (b) total or partial loss of a part of the body; or
- (c) the presence in the body of organisms capable of causing disease or illness; or
- (d) the presence in the body of organisms capable of causing disease or illness; or
- (e) the malfunction, malformation or disfigurement of a part of the person's body;  
or
- (f) A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- (g) A disorder, illness or disease that affects a person's thought processes, perception or reality, emotions or judgement or that results in disturbed behaviour; and includes a disability that:
  - (h) presently exists; or
  - (i) previously existed but no longer exists; or
  - (j) may exist in the future; or
  - (k) is imputed to a person.