



Disability and Inclusion Policy

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Darlington Gymnastics Club

As a community club Darlington Gymnastics Club strongly believes that Gymnastics is a sport that should be accessible to all. We strongly feel that integrated opportunities should be promoted to provide more opportunities for disabled people.

The term “disability” includes those people with:

- Physical incapacity
- Sight impairment
- Hearing impairment
- Learning disabilities

(Disability Discrimination Act 1995)

British Gymnastics expects coaches to include people with disabilities into the existing classes they provide. Darlington Gymnastics Club will work with each individual and their parents or carers to meet this goal.

Coaches are considered to be service providers. This means that coaches are duty bound to comply with the duties placed on them by the Disability Discrimination Act:

- *Avoid treating any person with a disability less favourably than other members of the public*
- *Make reasonable changes to practice, policies and procedures in order to make it easier for disabled people to use the services provided; Reasonable changes and adjustments may include minor works such as improving lighting, helpful colour schemes and accessible signage*
- *Take reasonable steps to remove, alter or provide alternative means of avoiding physical features of premises that make it impossible or unreasonably difficult for disabled people to use services provided.*

Service providers may be able to justify not carrying out major changes and adjustments if it would incur unreasonable levels of expenditure, service disruption or where it is impractical to make the change.

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Coaching staff do not need to hold any additional qualifications in order to accept an individual with a disability into an existing class.

In order to ensure the safety of all involved, Darlington Gymnastics Club has access to trained Physiotherapy staff who can further assess and advise both coaching staff, individuals and parent or carer.

DGC will make every effort to include individuals with disabilities into existing classes, however it accepts that there are some circumstances that may constitute reasonable grounds for refusal:

- Presence of health concerns that contra-indicate participation on medical grounds.
- Disabled persons may need to provide evidence from a medical person to verify that it is appropriate for the individual to participate in a particular activity.
- Identification of an unacceptable level of risk being posed to the health, safety or wellbeing of either the person with a disability or others they are likely to encounter if included within existing classes.
- Recognition of the necessity to irrevocably change programme/s provided in existing classes in order to accommodate the person with a disability within them.

In acknowledgement that it is not always possible to include people with disabilities in mainstream gymnastics classes, DGC (as per BG policy) supports the view that there must be scope to provide classes specifically for people with disabilities, except where there are medical grounds that would contraindicate participation, and will work with the individuals involved to facilitate involvement in the sport.

Date: January 2019

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Next review: February 2024

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