



Wexford FC Disability Inclusion Policy



What is Inclusion ?

Inclusion means children and adults of all abilities have equal access and opportunities to Participate in sport and physical activity. In an inclusive football Club, the staff, coaches and members become more responsive to the individual abilities and needs of each participant. Rather than thinking of inclusion as everyone participating together, consider inclusion as a process of ensuring ALL are included at a level appropriate to them.

The benefits to Wexford FC becoming more inclusive are:

- ✓ A positive environment for all its members is created
- ✓ It provides more opportunities for people with disabilities to learn new skills, to make new friends to exercise responsibility and take leadership roles.
- ✓ It broadens our clubs appeal for new members, e.g. players, volunteers, and administrators who can help contribute to the success and running of the club.
- ✓ It shows that our sport can be adapted and/or modified to include people with disabilities and will challenge perceptions of people with disabilities by focusing attention on their abilities and not their disabilities.



Our Mission

The mission of Wexford FC is to value the ability and individuality of every person with disabilities by providing each individual with the opportunities they need to reach their full potential as participants within an inclusive ethos/culture.

At Wexford FC we will achieve disability inclusion by continually reviewing the approach that is implemented by the members, coaches, staff and management and by working in partnership with disability services and in consultation with people with disabilities and their families and or carers. This will ensure that our Club is inclusive for everyone.

Our Commitment

Wexford FC welcomes all members of the community, regardless of their abilities, we will include people with disabilities in our club in both playing roles to the greatest extent that we can.

We will endeavour to make our club as inclusive and accessible as possible , based on our commitment to comply with the **equal status Acts 2000-2012, the disability Act 2005 and Article 30.5 of the United Nations Convention on the Rights of Persons with Disabilities.** We are also committed to fulfilling the requirements of the Sports Ireland Policy on Participation in Sport by People with Disabilities and to signing and engaging with the Sport Inclusion Disability Charter.



Accessibility

Wexford FC are committed to ensuring that as far as reasonably practicable, our Clubs environment, training, educational and physical facilities are accessible to people with disabilities. We are ready to consider all reasonable adjustments that would, over time, help us to achieve this aim more fully and effectively.

In our efforts to deliver on this we will:

- ✓ Improve on the physical layout of the clubs current and future facilities that we use.
- ✓ Update our training and education to reflect disability awareness/Inclusion
- ✓ Adjust how we deliver/promote our information to people with disabilities.
- ✓ Organise disability awareness/Inclusion training for all members of the board, staff, coaches and members.
- ✓ Ensure that all resources are produced in accessible formats.
- ✓ Improve accessibility of all programmes.
- ✓ Review all areas in line with health and safety requirements



Participation

By developing our programmes capacity and capabilities within our Club we will strive to deliver inclusive programmes, promote and advocate for disability inclusion and increase the numbers of people with disabilities participating in our sport and Club.

In our efforts to deliver on this we will:

- ✓ Adopt an inclusive approach across all aspects of the entire Club by consulting with our members, partners and stakeholders.
- ✓ Consult with and listen to the voices of people with disabilities in all our deliberation and programme development.
- ✓ Work in partnership with other organisations and individuals who are advocates for the inclusion of people with disabilities.
- ✓ Promote good governance across the entire Club to ensure that participation of people with disabilities is delivered.
- ✓ Acknowledge and support the contributions, achievements and successes of people with disabilities in our Club.
- ✓ Commit to and adopt the sports Inclusion Disability Charter.



WEXFORD FC DS STARS IMPRESS IN DUBLIN

Our DS squad were in action last Sunday at the League of Ireland Down syndrome tournament in the National Arena Abbotstown.

Nine teams from all over the country took part in what was the second instalment of the on going series of games. Derry were the new members to the gang this time and it was fantastic to see more players getting the opportunity to play the beautiful game on the National stage.

We played 4 group games winning 3 and losing to the eventual winners Finn Harps.

Our day came to a close after losing in the semi finals to Dundalk. To be honest no one really cared about the results, the fun and laughter was infectious and made the day memorable. Our squad is made up of players from Co Wexford & Co Carlow but all play under the Wexford FC banner on your behalf, and represented our community with pride and honour.

The Ireland men's International manager and John O'Shea kindly took time out of their busy schedule to visit our gang, and left a great impression on all.

The DS squad train weekly in Buncoby AFC who kindly give us their facilities for free, and show what we as a community can do together for the betterment of us all.



Support

In the development of a Disability Inclusion Policy we understand that it requires a lot of support across all aspects of our Club. We will endeavour to provide supports where they are needed and where financially and strategically possible.

In our efforts to deliver on this we will:

- ✓ Increase the capabilities of our management, staff, coaches and members so that they have a better understanding of what is required to deliver an inclusive environment. We will do this by providing disability awareness/inclusion training to all board members, staff, coaches and members.
- ✓ Appoint a Disability Inclusion Officer to monitor, support and assist in our work to be more inclusive of people with disabilities.
- ✓ Educate and support management, staff, coaches and members to be accepting of people with disabilities throughout our Club.
- ✓ To ensure that all future policies, strategies and plans are inclusive of people with disabilities
- ✓ Develop our coaching/training pathway to include disability awareness training.
- ✓ Develop a standalone disability inclusion workshop specific to our sport in Partnership with our governing body the FAI (Football association of Ireland).
- ✓ Collaborate with external organisations who work in the area of disability and consult with them and their members in the development of our programmes.

Reporting

We will endeavour to review and update the Clubs Disability Inclusion Policy annually and to review any recommendations and developments that will have arisen as a result of the development of the policy and or changes in legislation and best practice with our sector.

In our efforts to deliver on this we will:

- ✓ Review the work and programmes that has been completed during the time frame.
- ✓ Check the list of actions or measurable outcomes that were set as part of the policy development.
- ✓ Consult with people with disabilities, members and organisational staff on their views and achievements in relation to the policy.
- ✓ Update the policy where necessary
- ✓ Request approval of any update to the policy by the board of management.



Measurable Outcomes

It is important to set a list of measurable outcomes so that Club can monitor and track that the Disability Inclusion Policy is being implemented.

In our efforts to deliver on this we will:

- ✓ Ensure that the Disability Inclusion Policy has been approved by all board of management and all members of the club.
- ✓ Ensure that the board of management, staff, coaches and members understand the policy.
- ✓ Ensure the board of management #, staff, coaches and members commit to the policy and adopt the Sports Inclusion Disability Charter.
- ✓ Ensure the policy is included in the Clubs handbook and is part of induction training of all new staff.
- ✓ Ensure the policy is displayed publicly within the Club facilities, website and social media.
- ✓ Ensure that the training needs of the Clubs board, staff, coaches and members in relation to the Disability Inclusion Policy has been identified and met.
- ✓ Ensure that all incidents are recorded and dealt with in line with the policy.
- ✓ Conduct an Inclusion audit of the Club and all environments and facilities used for programmes and events.
- ✓ Report on outcomes of programmes to stakeholders and or partners including participation.



Further Information can be found at:

Equal status Act 2000-2012

<http://www.irishstatutebook.ie/eli/2012/act/41/enacted/en/print.html>

Disability Act 2005

<http://www.irishstatutebook.ie/eli/2005/act/14/enacted/en/html>

United Nations Convention on the rights of Persons with Disabilities

<http://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-30-participation-in-cultural-life-recreation-leisure-and-sport.html>



Here the undersigned on behalf of Wexford FC will commit to
implementing Wexford FC Disability Inclusion Policy for
2024/2025

The next review date will be October 2025

CEO : Tony Doyle



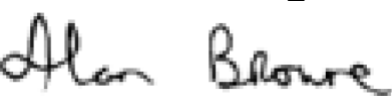
Signed

FSR Officer : Mark Ross



Signed

Club Licencing officer : Alan Browne



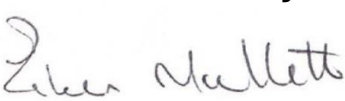
Signed

Head of Football: John Godkin



Signed

Club secretary: Eileen Mullett



Signed

On behalf of the board: Dave Cassin



Signed

Head of Academy (Men's): Jim Barnes



Signed

Head of Academy (Woman's) : John Flood



Signed

