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# FERNTREE GULLY EAGLES JUNIOR FOOTBALL CLUB

## ALL ABILITIES ACTION PLAN

### POLICY POSITION

### MARCH 2010

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#### **PURPOSE:**

To develop a Disability Action Plan that is adopted and implemented by the *Ferntree Gully Eagles Junior Football Club*.

#### **BACKGROUND:**

The development and implementation of a Disability Action Plan will enable the *Ferntree Gully Eagles Junior Football Club* to be proactive in providing a club environment which actively encourages the participation of people with disabilities and accommodates their requirements.

The Disability Discrimination Act 1992 states that it is unlawful for a club or association, its committee of management and the members of the committee to discriminate on the grounds of a person's disability by refusing membership or imposing terms and conditions of membership to the applicant or denying access to facilities or benefits to the applicant.

#### **POLICY POSITION:**

The *Ferntree Gully Eagles Junior Football Club* recognizes that it is unlawful to treat a person with a disability less favorably than a person who does not have a disability, in the same or similar circumstances. Such discrimination is covered by the Commonwealth Disability Discrimination Act 1992 and the Equal Opportunity Act 1995.

In broad terms, the definition of 'Disability' includes:

- Physical
- Intellectual
- Sensory
- Behavioural
- Psychiatric / Mental Health
- Neurological or learning difficulties
- Presence in the body of organisms causing diseases
- Beneficiaries of workers compensation

The *Ferntree Gully Eagles Junior Football Club* embraces the Disability Discrimination Act 1992 premise that:

1. people with disabilities are part of our diverse communities
2. people with disabilities, their families and carers have a right to participate as fully as possible in the life of our communities
3. people with disabilities are the primary source of information regarding the physical, social and cultural barriers to their participation in their local community.

**The *Ferntree Gully Eagles Junior Football Club* has developed and will implement an All Abilities Action Plan (The Plan) that focuses on those physical, social & cultural barriers for people with disabilities and their families to be able to enjoy football and social inclusion at the *Ferntree Gully Eagles Junior Football Club*.**

Basic elements of the plan will include:

1. Education of Club members
2. Education of visitors to the Club
3. Identifying specific issues at our Club that can make life unnecessarily difficult or complicated for people with disabilities
4. Develop strategies to deal with these issues

**(Please refer to *Player Welfare and Development* document for a full outline of the education sessions to take place in 2010.)**

Specific elements of The Plan will include:

1. Together with Knox Council clearly defined disabled car spaces at the football ground (in place at home games)
2. Disabled toilet facilities (in place at home games)
3. Access to canteen facilities (in place at all venues)
4. Access to clubrooms (lift installed at ground where home games; car access to club rooms at other venues)
5. Access to the football oval (in place at all grounds)
6. Exclusive accessible viewing areas (in place at all grounds)

This Action Plan will be reviewed annually as part of the Strategic Plan Review process of the *Ferntree Gully Eagles Junior Football Club* to ensure the actions remain appropriate and effective.

#### **OUR EXPERIENCES:**

To date, the *Ferntree Gully Eagles Junior Football Club* has had players with a disability (intellectual, mental health, sensory, behavioural), and volunteers with a physical disability. The actions taken by the *Ferntree Gully Eagles Junior Football Club* have been well grounded, however there is scope to always improve and to be more proactive in our approach.

#### **ISSUES:**

This policy is consistent with the *Ferntree Gully Eagles Junior Football Club* Strategic Plan (2008 – 2012), and our objective of being an all inclusive Junior Football Club.

#### **DISCUSSION WITH PARENTS OF PLAYERS WITH A DISABILITY:**

The *Ferntree Gully Eagles Junior Football Club* will support players with a disability to the extent required by the *Human Rights Commission*. Parents / Guardians of players with a disability will continue to be consulted to ensure that the needs of their children / players are considered and met where practicable, and that the Club can continue to strengthen the policy and plan as required.

**RECOMMENDATION / SUMMARY:**

The *Ferntree Gully Eagles Junior Football Club* General Committee unanimously endorsed this *All Abilities Action Plan – Policy Position* at the 1 March 2010 General Committee Meeting.

**Ferntree Gully Eagles Junior Football Club  
Executive Committee  
March 2010**