

DISABILITY DISCRIMINATION ACTION PLAN

Mt Lofty Kindergym

2013–2018

1. OVERVIEW OF MT LOFTY KINDERGYM

Mt. Lofty Kindergym has been operating since 1986. It has a volunteer committee and employs an accredited leader to run the sessions.

Mt Lofty Kindergym is accredited with Gymnastics SA.

Kindergym is a movement program for children 0-5 years, designed to develop the whole child socially, emotionally, cognitively and physically in a safe, structured, multi-sensory environment. We provide a safe play area for babies and young children, while also providing a large space for older children to run, jump, climb and safely explore their surroundings.

Mt Lofty Kindergym has a membership of over 100 children and their families . The majority of families attending Mt Lofty Kindergym come from the Mt Lofty region and surrounding areas.

Mt Lofty Kindergym's Vision Statement is to:

encourage the healthy development of the child by providing a safe, fun, and welcoming environment for children and their families to play together and creatively explore and practice their skills.

Mt Lofty Kindergym will do this by:

- *delivering a safe and high quality Kindergym experience for children and families*
- *attracting a diverse and growing membership*
- *recruiting and retaining quality Leaders and volunteers*
- *ensuring the sustainable management of the Club*
- *promoting the sport of gymnastics; and*
- *contributing to and supporting the Mt Lofty community.*

2. INTRODUCTION

The Mt Lofty Kindergym's 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 Mt Lofty Kindergym's decision making responsibilities in the inclusion of people with disabilities.

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

Mt Lofty Kindergym 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 Mt Lofty Kindergym 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 Mt Lofty Kindergym 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 Kindergym programs for children and families in the Mt Lofty area.

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, Mt Lofty Kindergym 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 Mt Lofty Kindergym 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 Kindergym experience for children and families

Relevant indicator – development and delivery of innovative new Kindergym 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 Leaders 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 Kindergym and gymnastics training and facilities for all community members

Strategic Objective Six - contributing to and supporting the Mt Lofty community.

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

5. COMMUNICATION STRATEGIES

This DDAP will be:

- disseminated to all Mt Lofty Kindergym staff, volunteers and members;
- clearly displayed on the Mt Lofty Kindergym 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 Mt Lofty Kindergym's newsletters and other publications.

6. PRIORITY AREAS

The following six priority areas have been identified as priorities for Mt Lofty Kindergym.

1. Kindergym Access (i.e. facility and apparatus/equipment)

How physical barriers restrict or limit access to Mt Lofty Kindergym facilities and equipment.

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

2. Welcoming Positive Environments

How Mt Lofty Kindergym welcomes children and families 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 Mt Lofty Kindergym communicates information about the Kindergym 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 Mt Lofty Kindergym 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 Mt Lofty Kindergym Committee, with feedback requested from all members.

An updated DDAP will be made available to members each year.

PRIORITY AREA 1: KINDERGYM ACCESS

OBJECTIVE: To identify and reduce physical access barriers to Kindergym participation.

PERFORMANCE INDICATOR:

1. An improvement in accessibility to Mt Lofty Kindergym as determined by surveys, membership registrations and other feedback.

ACTION PLAN:

STRATEGIES		RESPONSIBLE	TIME FRAME	COST/RESOURCES	STRATEGY OUTCOME
1.1	Monitoring of physical access issues	Leader	Annually	Staff	<ul style="list-style-type: none"> Establish an up to date record of physical access issues.
1.2	Consultation with disability sporting groups and other relevant organisations (i.e. Office Recreation & Sport) to identify physical access issues	Committee Member	By June 2014	Volunteer	<ul style="list-style-type: none"> Better understanding of accessibility issues.
1.3	If necessary consider apply for grant to improve accessibility.	Committee Member r	Ongoing	Volunteer	<ul style="list-style-type: none"> Increased awareness of funding opportunities. Increased funds directed towards improving accessibility.

PRIORITY AREA 2: WELCOMING POSITIVE ENVIRONMENT

OBJECTIVE: To encourage an environment in which children and parents with a disability feel welcome and comfortable to participate.

PERFORMANCE INDICATORS:

1. Percentage of members with disabilities who indicate that they are satisfied with services provided.
2. No complaints about staff or clubs in regards to attitudes to people with disabilities.
3. An increase in confidence within Mt Lofty Kindergym staff and volunteers about in catering for children and families with disabilities.

ACTION PLAN:

STRATEGIES		RESPONSIBLE	COMPLETION	COST/RESOURCES	STRATEGY OUTCOME
2.1	Include information about disability issues/policies/guidelines/recommendations in Mt Lofty Kindergym Newsletters, website or other publications	Committee Member	First inclusion by Nov 2013, ongoing	Volunteer	<ul style="list-style-type: none"> A better informed membership. Increased awareness of disability issues.
2.2	Include images of children with disabilities in promotional material:	Committee Member	First inclusion by Nov 2013, ongoing	Volunteer	<ul style="list-style-type: none"> Mt Lofty Kindergym seen as actively promoting children and families with disabilities.
2.3	Invite members of disability organisations to talk to Mt Lofty Kindergym staff and Committee	Committee Member	Invitations sent by Nov 2013, review annually	Volunteer, Presenters time/Fee	<ul style="list-style-type: none"> A better informed and educated staff, committee and membership.
2.4	Develop a suggested welcome, orientation and induction procedure for children or families with disabilities	Committee Member	June 2014	Volunteer	<ul style="list-style-type: none"> A better coordinated approach to creating positive first impressions.
2.5	Develop a satisfaction survey for children or families with disabilities who attend Mt Lofty Kindergym	Committee Member	June 2014	Volunteer	<ul style="list-style-type: none"> Obtain useful feedback on any barriers to access and ways to improve Club environment
2.7	Acknowledge the achievements of any children or families who may have overcome "barriers to participate"	Committee Member	On needs basis	Volunteer	<ul style="list-style-type: none"> Recognition and promotion of children that overcome difficulties to compete.

PRIORITY AREA 3: CULTURE OF INCLUSIVENESS

OBJECTIVE: To establish a culture of inclusiveness by communicating information about Mt Lofty Kindergym's program to people with a disability.

PERFORMANCE INDICATOR:

1. An increase in the number of members with a family member with a disability.

ACTION PLAN:

STRATEGIES		RESPONSIBLE	COMPLETION	COST/RESOURCES	OUTCOME
4.1	Identify a range of strategies available to promote the Mt Lofty Kindergym program to people with a disability.	Leaders and Committee Members	Dec 2014	Staff time Volunteer	<ul style="list-style-type: none"> A more structured approach to advertising to people with disabilities.
4.2	Develop links with specific disability organisations eg Down Society; Autism SA	Committee Members	Dec 2014	Staff time Volunteer	<ul style="list-style-type: none"> Larger network of experience, expertise and resources on which to draw
4.3	Ensure that Mt Lofty Kindergym is listed as an option with organisations that organise sport or recreation for children with a disability.	Committee Members	Dec 2014	Staff time Volunteer	<ul style="list-style-type: none"> Better dissemination of information about the availability of Gymnastics for all children.

PRIORITY AREA 4: SUPPORT FOR CHILDREN AND FAMILIES WITH DISABILITIES

OBJECTIVE: Mt Lofty Kindergym can provide modified programs to allow children or families with disabilities to participate.

PERFORMANCE INDICATORS:

1. An increased capacity for Mt Lofty Kindergym to offer modified/inclusive programs.

ACTION PLAN:

STRATEGIES		RESPONSIBLE	COMPLETION	COST/RESOURCES	OUTCOME
5.1	Identify what modifications to equipment and programs could be enhance participation for children or families with disabilities	Leader	Commence by Jan 2014 , review annually	Staff time	<ul style="list-style-type: none"> Knowledge of children and families requirement.
5.2	Support staff and volunteers to identify and undertake relevant training	Leader Committee Members	Commence by Jan 2014 , review annually	Staff time Training costs	<ul style="list-style-type: none"> Leaders more confident to offer programs for people with disabilities
5.3	Develop process for consideration of scholarships other subsidies to enhance participation for children or families with disabilities	Committee Members	Commence by Jan 2014 , review annually	Volunteer Potential impact on income from fees	<ul style="list-style-type: none"> Remove financial barriers to access for people with disabilities.

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.