



# Basketball Disability Framework

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*How to become an Inclusive Basketball Association*



## Introduction

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Basketball Victoria is committed to providing opportunity for people of ALL abilities to be involved in basketball and has implemented a range of strategies to assist all affiliated Associations and member Clubs to be accessible and implement inclusive practices and programs. Participatory opportunities have been developed through playing, coaching, officiating, volunteering and administrating thus allowing choice and the opportunity to be involved in a level that suits.

The Basketball Victoria Strategic Plan 2013 – 2016 was developed collaboratively with the basketball community to help us achieve the best possible outcomes for basketball in Victoria over the designated three year period. “Inclusion: Ensure basketball is a sport that enables everyone to participate” is a key strategic pillar in our Plan recognising the value people with a disability play within our community.

### ***“Basketball in Victoria: The world’s best sporting community”***

The Basketball Disability Framework was developed by Basketball Victoria through funding granted by VicHealth via the “Participation in Community Sport and Active Recreation” program. The Framework enables a more structured and clearly defined approach to ensuring that our Associations, with our assistance, can provide access for people with a disability to participate, both directly and indirectly, in all aspects of our sport.

The community expects that all governing bodies have a moral, ethical and a business responsibility to plan for the inclusion of a wider range of participants. For Basketball Victoria, it is about changing the culture and the structure of basketball to ensure it becomes equally accessible to all members of society whatever their background or ability. Society views organisations and clubs who exclude sectors of the community from participating in the programs they run, as unacceptable.

There is now a great opportunity for Associations and Clubs to engage all members of their local community thus encouraging more participants to enjoy the game of Basketball.

# Inclusion Framework Model

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## ***Aim***

Our aim is to increase participation in all levels of community sport and active recreation (direct participation, leadership, coaching, officiating, administration, governance, volunteering), particularly for people with disabilities.

## ***Objectives***

1. To increase community and organisational understanding of the role of sport and active recreation in promoting diversity, social inclusion and positive health and well being
2. To increase community and organisational understanding of the barriers and enablers to participation for people with a disability
3. To increase direct participation opportunities for people with a disability by building individual, organisational and community capacity
4. To increase indirect participation opportunities for people with a disability by building individual, organisational and community capacity

## ***Responsibility***

The responsibility for the developing, monitoring, implementing, reviewing and amending the Basketball Disability Framework Model, is a core function of the Strategic Operations Department and the Disability Inclusion Officers. This includes responsibility for ensuring the Framework is rolled out throughout the organisation and the wider basketball community and that all actions are integrated in to the Basketball Victoria and Basketball Association Strategic Plan's.

## ***Benefits***

By providing an accessible and inclusive Association, members are assisting in the creation of a healthier, more active and confident local community and are helping to break down the barriers faced by people with a disability to participate and enjoy basketball through social connectedness and participatory opportunities.

These benefits include:

- Increased membership
- Greater pool of potential volunteers
- Fresh ideas from a wide range of people from differing backgrounds
- Greater respect and recognition from the wider community, including local council, media and potential sponsors
- Additional usage of the venue
- Growth of competition, leagues and participation

## ***Analysis of Demographic Data***

Internally, Basketball Victoria collates and analyses current disability basketball activities throughout Victoria thus enabling a State-wide snap-shot of current programs and providers which will assist planning and delivery at the local level. This includes both integrated and segregated Association programs; the capacity of our Associations, basketball activity operated by private providers; school-based programs and day placement programs.

### ***Sport and Recreation Plans***

Contact is made with the local government authority and research undertaken on any current Sport and Recreation Plans to ascertain any local commitment and/or development relating to this area.

### ***The Five-Stage Planning Process – A Hands on Approach***



#### ***Stage 1:***

##### ***Association Strategic Plans = Commitment***

Basketball Victoria provides assistance in the development of Association Strategic Plan's linking, where feasible, to the Basketball Victoria Strategic Plan. Once an Association has identified, through a SWOT Analysis, a need to provide an opportunity for people with a disability within their own community to participate in basketball, Basketball Victoria begins the process of linking local partners to assist with program implementation, thus helping to maximise opportunity and ensure longevity and sustainability. Partners can include Access All Abilities Providers, Regional Sports Assemblies and Local Government Authority Sport and Recreation Officer's as well as local disability organisations where identified.

It is here that upon the completion of the Association Strategic Plan and Vision Statement, the Association will also produce a Statement of Intent/Communication from the Committee or Board to the members and the wider community regarding a commitment to Access and Inclusion.

#### ***Stage 2:***

##### ***Planning = Information Gathering***

As with any project, planning is the key!

Basketball Victoria assists Association's and local identified partners to explore which participatory programs would be best serviced within this area. Explore the demographics of your local area to ensure there is capacity to coordinate successful and sustainable programs.

Explore any barriers that currently exist. Identifying these early in the planning phase will enable most to be solved and hopefully eradicated before program implementation.

The Basketball Victoria Readiness Assessment Tools (RATS) or Preparation Assessment Tools (PATS) are a great resource to use to assist this process. They can both be downloaded from the Basketball Victoria Website: [www.basketballvictoria.com.au](http://www.basketballvictoria.com.au)

The provision to include the Everyone Wins Toolkit in the planning phase will enable applicable Actions to be included in the Association Program Action Plan.

Evaluate at all times throughout planning and implementation and don't be afraid to make changes to your project at any time.

### **Stage 3:**

#### ***Development of Strategic Partnerships = Consultation and Collaboration***

Community consultation is a key requirement to ensure inclusive practices and programs are relevant and responsive to community needs.

Basketball Victoria assists in the establishment of a localised "Working Group" and a clear set of objectives to assist program implementation.

It is during this stage that the Association should consult with members and provide opportunity for the community, including people with a disability, to comment on access and inclusion services and infrastructure.

Networks are now established to encourage and support inclusion practices and programs

### **Stage 4:**

#### ***Supporting Development = Policy Development and Action Planning***

The development of the Association Program Action Plan should be linked to the Association Strategic Plan and to any Shire Plans and strategies to enable other supportive mechanisms to take place and help ensure community needs are met.

The identification of a Strategy that requires funding support can now be outlined and submitted to Basketball Victoria for consideration for a Basketball Victoria Inclusive Grant. The Association should also seek further resource/funding support from the local Shire, community groups, businesses, and disability organisations.

Basketball Victoria will provide inclusion training and adaptive coaching programs for identified Association personnel to ensure the Association's disability awareness and inclusive skills are developed and improved thus allowing the provision of the best possible service delivery to people with a disability

The Basketball Victoria Association Inclusion Policy is to be adopted, endorsed and communicated to all basketball members.

It is important in the planning stage to adapt membership forms to include inclusion questions that will assist with the collection and collation of relevant data for future use.

Website support via appropriate communication technology will also be provided by Basketball Victoria to enable people with a disability to access relevant information.

The Association, with assistance from Basketball Victoria and identified partners, should now investigate further participatory opportunities other than playing.

It is important to recognise the valuable input of community carers and initiate acceptance of the Companion Card. Basketball Victoria will also provide basketball training to Carers and disability support workers via the Carers-to-Coaches Course to support basketball participation and sustainability.

### **Stage 5:**

#### ***Implementation and Review***

Follow the Action Plan: implement actions within the set timelines and deliver set goals.

Continue to consult with all Partners and Participants

Commit to ongoing monitoring (evaluation) of the program(s) to facilitate implementation and satisfactory outcomes and critically analyse barriers and enablers to assist transition.

Continue to promote via newsletters, website, radio, local news print, media releases and resources.

Provide a Case Study to Basketball Victoria to assist other communities in their quest to provide access and inclusive opportunities

Reporting requirements are necessary, both within the Association and externally to Basketball Victoria so a State-wide analysis of basketball for people with a disability can be monitored.

Continue to ensure basketball for people with a disability is a priority in the Association Strategic Plan.

#### ***Integration and Segregation***

The adaption of sport to include people of ALL abilities is paramount to inclusion principles, however the views of all participants should be considered before deciding where and how they participate.

It should be recognised that integration can mean not only playing within mainstream sport, but also enjoying other membership opportunities such as coaching, officiating, volunteering, administrating and even spectating. A participant may compete in a segregated competition, but may be integrated into the mainstream program via officiating a mainstream competition.

It is often found that environmental, cultural and economic factors can limit opportunities for people with a disability to participate in sport resulting in segregation. However, it must also be considered that some levels of participation can only be segregated, but can all be firmly integrated somewhere within the structure of basketball.

The presence of people with a disability within your Association will eventually result in a greater level of inclusion and an alteration of societal attitude.

## How to be an Inclusive Association

Strategy	Task	Responsibility
Compilation of demographic data	To ascertain viable locations and Association capacity	Basketball Victoria – Disability Development Officers
Identify Basketball Association	Consult with President and initiate meeting	Basketball Victoria – Disability Development Officers
Convene a Strategic Planning Workshop	Incorporate the Objectives and Strategies in the Basketball Victoria Strategic Plan to the Association Plan as appropriate Develop links to local Shire Plans and strategies	Basketball Victoria – Association Development Officer
Develop and publish Strategic Plan and produce a Statement of Intent towards Access and Inclusion	Finalise and publish Strategic Plan Publish Inclusion Statement	Basketball Association Basketball Victoria
Develop strategic partnerships with key agencies to maximise access and inclusion opportunities	Readiness Assessment Tool Preparation Assessment Tool	Basketball Victoria Basketball Association Identified Partners
Convene a Working Group to assist the development and implementation of the Action Plan	Consult with local service providers, the wider community and Association members with a call to participate Develop an Action Plan linking to Objectives and Strategies of the Association Strategic Plan Identify Pathway opportunity	Basketball Victoria – Disability Development Officers Basketball Association Identified Partners
Set timelines, budget requirements and staff responsibilities to Action Plan	Prioritise a strategy and apply for a Basketball Victoria Inclusion Grant to assist implementation Ensure all partners and staff are aware of their obligations and responsibilities	Basketball Association
Provide Disability Awareness Training to all relevant Association members	Identify key Association personnel Attend and complete training	Basketball Victoria Identified Partners
Commit to ongoing monitoring and review to ensure implementation and satisfactory outcomes	Internal monthly review and reporting	Basketball Association

# Becoming an Inclusive Association

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## ***Background***

Access to social networks, engaging in a variety of social and physical activities and having a valued social position, contributes to positive health and wellbeing. Providing an inclusive and welcoming environment within your Association also assists with a higher level of individual health. These environments also encourage people of all abilities, backgrounds and genders to participate in all aspects of the sport.

## ***Association Responsibilities***

Associations are responsible for ensuring that:

- Discrimination is prohibited;
- Basketball Victoria Codes of Conduct are available and followed (e.g. players, coaches, parents, officials and spectators);
- The venue and activities are accessible to people with disabilities;
- People from a range of backgrounds are able to feel comfortable participating in activities;
- Affordable activities are provided; and
- A welcoming environment is provided for new participants.

## ***Strategies to Encourage Inclusiveness within your Association***

- Educate and encourage compliance with Basketball Victoria's Member Protection By-Laws on inclusion and discrimination;
- Provide free or low cost activities for disadvantaged groups;
- The Association's activities are promoted to all community groups;
- Develop new member packages for people joining the Association;
- Involve people from a range of backgrounds in the planning and staging of activities;
- Create activities that make new members feel welcomed, such as induction nights, whereby new members can meet existing members and become familiar with the stadium and Association;
- Develop relationships with community-based groups and organisations (e.g. youth groups, community centers, senior citizen centers and special schools);
- Distribute information about your activities through a range of mediums (e.g. flyers, community radio, local press and ethnic press); and
- Provide programs that cater for a range of abilities

*This information is part of Basketball Victoria's "Healthy & Welcoming Environments – Policy Handbook"*



# Association Template: Inclusion Policy

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## **Rationale**

*(NAME) Basketball Association* recognizes the social and health benefits associated with being a part of the basketball community. *(NAME) Basketball Association* is committed to eliminating discrimination in all forms and upholds the principle of equal opportunity. *(NAME) Basketball Association* believes that the sport of basketball should be accessible to all Victorians.

## **Legislation**

To ensure that *(NAME) Basketball Association* is welcoming and inclusive, the Association will uphold the principles established in both State and Commonwealth Government Legislation including:

- Equal Opportunity Act 1995 (Victoria);
- Racial Discrimination Act 1976 (Commonwealth);
- Sex Discrimination Act 1894 (Commonwealth);
- Disability Discrimination Act (Commonwealth); and
- Human Rights and Equal Opportunity Commission Act 1987 (Commonwealth).

Such principles are also outlined in Basketball Victoria's Members Protection By-laws. A process or resource will be provided should an individual of the Association have his or her rights violated.

## **Definition**

Discrimination means treating someone unfairly because they happen to belong to a particular group of people – such as female, male, ethnic or have a disability.

Discrimination is often the result of prejudice or negative stereotyping based on ignorance, fear or simple naivety.

## **Inclusion Strategies**

- Provide new individuals with an induction certificate and information on Association activities and the sport of basketball;
- Create a friendly environment that encourages people from a range of different backgrounds to become involved;
- Build strong relationships with community groups; and
- Create a welcoming environment by providing various activities for minority groups throughout the year.

## **Complaints Procedure**

1. The complaint should be filed, in writing, to the *(NAME) Basketball Association* President and Board, who may refer the matter on to a Member Protection Officer or to Basketball Victoria's Member Protection Tribunal for action.
2. The issue will then be dealt with in accordance to the Member Protection By-Laws of Basketball Victoria.

### ***Disciplinary Action***

In accordance with the Member Protection By-Laws of Basketball Victoria, the following disciplinary action may be taken by the Member Protection Tribunal:

- Direct that the offender attend counseling to address their conduct;
- Recommend that Basketball Victoria, a Governing or Delegated Body, Affiliated Association or the relevant Club, terminate the appointment to any role which the offender holds with such organisation;
- Direct that Basketball Victoria, Governing and Delegated Bodies, Affiliated Association or Club suspend and/or ban the individual from participating in further activities, fixtures, competitions or events over a period determined appropriate by the Member Protection Tribunal;
- Where there has been damage to property, direct the offender pay compensation to the relevant organisation which controls or has possession of the property;
- Impose a monetary fine for an amount determined by the Member Protection Tribunal;
- Impose a warning;
- In the case of a coach, direct the relevant organisation to de-register the accreditation of the coach for a period or indefinitely;
- Withdraw any awards, placing's, records won in any tournaments, activities or events held or sanctioned by Basketball Victoria, a Governing or Delegated Body, Affiliated Association or Club;
- Direct the offender to repay all or part of any financial assistance (excluding any fee for service, wages or expenses) given to them by the Australian Sports Commission, any Federal or State funding agency, the Australian Olympic Committee, Basketball Australia, Basketball Victoria, Governing or Delegated Body, Affiliated Association, Club or any other organization which has provided funding;
- If the nature of the offence is such that the Member Protection Tribunal considers it appropriate, direct that person's name be entered on the Prohibited Persons Register; and
- Any other such penalty as the Member Protection Tribunal considers appropriate.

### ***Appeals Procedure***

An Appeals Tribunal (made up of three people) will hear an appeal from any individuals who have received disciplinary action that they feel is unjust.

Appeals must be forwarded, in writing, to the Registrar of the Member Protection Tribunal within 72 hours of the notification of disciplinary action.

### ***Policy Application***

This policy applies to all *(NAME) Basketball Association* players, officials, coaches, volunteers, board members, team managers and spectators.

*(NAME) Basketball Association* will implement the actions outlined in this policy from DATE, MONTH, and YEAR. This policy will be reviewed annually to ensure it remains relevant to the needs of the *(NAME) Basketball Association*.