

## DISABILITY/INCLUSION POLICY

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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.
- Coaches do not need to hold any additional qualifications in order to accept an individual with a disability into an existing class.
- Coaches are considered to be service providers. This means that coaches are duty bound to comply with the duties placed on them by the 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 it is impractical to make the change.
- People with disabilities should be included within 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 come in contact with 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 the event that a coach refuses to accept a person with a disability into an existing class BG will only support the coach if they do so on reasonable grounds that can be shown to be supported by evidence.

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- In acknowledgement that it is not always possible to include people with disabilities in mainstream gymnastics classes, BG 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.
- Where necessary, existing dedicated disability competitions and events should continue
- All coaches who intend to deliver classes specifically for people with disabilities must hold the GMPD ad-on module or standalone Trampoline disability qualification

### **The London Gymnastics Disability Representatives shall:**

- Advise and guide the Technical Committee on developments that promote, improve and increase the inclusion of disabled gymnasts
- Be responsible for the development of adapted Disability Developmental Plans
- Be responsible for the Disability Pathway within the discipline
- Work towards inclusion of disability gymnastics into the mainstream arena (where appropriate)
- Work to identify suitable opportunities for disabled gymnasts in mainstream events
- Meet with the Regional Disability Gymnastics Panel at least twice per year
- Provide a summary of activity for the Technical Committees annual report