



## INCLUSION POLICY – Appendix 8

Munchkin Sports is committed to ensuring that participants of all abilities are able to participate equally within our classes and session. We will seek to develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to staff to ensure that disabled children can participate as fully as possible within our classes. We will seek to ensure that we comply with the Equality Act 2010 and encourage our staff to do so too.

### Key aims

The key aims of the Inclusion Policy are:

- To guide and support the integration of inclusive practice into all activities.
- To promote the inclusion of disabled children in sports activities wherever possible and in accordance with the provisions of the Equality Act.
- To develop inclusive practice within competition.
- To provide support and guidance to children, leaders/coaches and other volunteers to promote the development of inclusive practice and to enhance participation.
- To promote the development of knowledge and understanding of disability, equity and inclusion amongst children, leaders/coaches and volunteers by the provision of appropriate training and development.

### The Equality Act 2010

Definition of a disabled person:

The Equality Act (the Act) defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. For these purposes:

- Substantial means neither minor nor trivial;
- Long term means that the effect of the impairment has lasted or is likely to last for at least 12 months.
- Normal day-to-day activities include everyday things like eating, washing, walking and going shopping.

People who have had an impairment in the past that meets this definition are also covered by the scope of the Act. There are additional provisions relating to people with progressive conditions.

### *The key provisions of the Act*

Under the Act it is unlawful:

- To discriminate against a disabled person because of their disability; and
- For any organisation or service provider to treat disabled people unfavourably because of something arising in consequence of their disability, unless such treatment can be justified.



Organisations and service providers must also make reasonable adjustments for disabled people in relation to both their service provision and any physical features of their premises to overcome physical barriers to access.

In relation to reasonable adjustments, the law requires that organisations and service providers make reasonable adjustments in anticipation that they will have disabled participants. Thus, any sports provider cannot wait until a disabled participant makes a request to join the classes before taking action. They should instead identify what reasonable adjustments should be made to enable disabled people to participate and should then set out a reasonable timescale for implementation of those adjustments.

Furthermore, to comply with the Act, organisations must consider what reasonable adjustments may be necessary to ensure that their service is accessible for disabled people who may wish to participate as coaches, volunteers and spectators as well as participants.

### **Inclusive Practice**

The Inclusion Policy is not just about access to facilities but is intended to promote a change in attitudes and to improve opportunities for disabled people to participate in sport. There are a number of measures that we will take to ensure that we are working under the guidance of the Policy and within the requirements of the Equality Act (2010).

#### *We will provide a welcoming environment*

- Establishing a positive and welcoming approach is one of the most effective ways of encouraging disabled people to participate.
- We will think positively about how we can include disabled people rather than focusing on potential barriers to participation.
- Disabled people will be encouraged to contact us to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what reasonable adjustments could be made to enable them to participate.
- We will develop knowledge and understanding of key staff, coaches and volunteers, of disability, equality and inclusive practice by providing appropriate guidance and training.

#### *We will communicate directly with the disabled person and their family*

- We will not make assumptions and will try to speak to them directly about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made.
- If a risk assessment indicates that an activity might be unsafe for individuals with particular impairments, we will where possible try and discuss with any disabled participants/their carers wanting to participate.



*We will provide access to facilities*

- We will undertake a review of the accessibility of facilities including car parking, toilets, changing facilities, access to buildings and other facilities and discuss with facility providers e.g. schools or Local Authorities about the provisions that they have in place to meet the requirements of the Equality Act (2010).

*We will make reasonable adjustments*

- We will demonstrate that every effort has been made to enable disabled people to participate and that inclusion not exclusion has been the priority.
- If reasonable adjustments are required to make an activity accessible, then we will make those reasonable adjustments.
- Adjustments which require additional expenses will still be deemed reasonable where the additional expense is relative to our resources. In these circumstances we will bear the additional expense. If the additional expense is far greater than our resources then parents may be requested to pay an additional cost.
- If we consider it is necessary to exclude a disabled person from participating in an activity we will ensure that we can justify this decision. Any justification will be on the basis of fact, not assumptions, and will be supported by evidence such as a valid risk assessment, previous incidents/experience and discussions with the individual(s).
- If a risk assessment for the activity indicates that it is unsafe for a disabled person or persons then the person who has compiled the risk assessment will show that they have sufficient knowledge or experience in the area of disability or has consulted with an appropriate disability organisation or has been advised by someone with the necessary knowledge.
- Where a risk assessment indicates that having taken into account any reasonable adjustments which could be made, that the activity is unsafe for disabled people or if it indicates that the participation of disabled people will make the activity unsafe for other participants in the first instance we will generally advise rather than issue an outright directive prohibiting disabled people from taking part and only where absolutely necessary issue a directive.
- **A positive and sensible approach to risk management can and should in most circumstances encourage the inclusion of disabled people in most of our activities.**

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 05 January 2026

Signed:

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Position: Operations Director