



# CRIEFF ARCHERY CLUB

## Inclusion Policy

Responsible for review of policy	Chairperson of Crieff Archery Club
	Crieff Archery Club Committee

Version	Approved by:	Date of Approval	Next review Date
1	Club Committee	December 2018	December 2021
2	Club Committee	Sept 2021	November 2024

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## CRIEFF ARCHERY CLUB

### Inclusion Policy

#### 1. Introduction & Policy Statement

Our club is committed to welcome all members of the community, regardless of their abilities.

We aim to support equality and inclusion within archery and to support any club member with a disability into both shooting and non-shooting roles in the same way as a non-disabled club member.

We will endeavour to make our club as accessible as possible, based on guidance on inclusion from Scottish Archery and Scottish Disability Sport. Crieff Archery Club is a small club with a small member base and as such, the ability of our Club to be “inclusive” will depend on the following factors:

- The availability of appropriately skilled coaches and volunteers to provide coaching and support to address any preferred learning style or any specific limitations
- The club’s ability to make reasonable adjustments that promote inclusion
- The individual archer’s own personal commitment to learn and their competitive aspirations

#### 2. What We Will Do

- Put people first, focus on what they can do and find out how they want to participate
- Ask each individual – and their parents if the participant is a Junior – for their advice about what modifications if any would help them to participate
- Where possible, make adjustments to our coaching, equipment, rules of shooting environment and modifications to club premises (e.g. putting in a ramp)
- Be honest and explain if certain modifications or adjustments are not currently possible
- Communicate with people and share club information in appropriate ways and formats e.g. for archers who have either a hearing or visual impairment, if necessary we would contact Scottish Disability Sport (SDS) or appropriate national agency for guidance and support
- Expect all members of our club to accept and welcome people with disability
- Make sure people of all abilities are included in our club’s social activities and are recognised for their contribution and achievement
- Have robust policies to ensure that people can shoot in our club without discrimination, harassment or bullying
- Signpost archers with disabilities to the Scottish Disability Sport website for information on options for participation in other sports outside our club
- Let people know about other archery clubs where major modifications have already been made to increase opportunities for people with a disability

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### 3. What We Ask You To Do

#### If you have a disability:

- Tell us what we can do to help include you in our club
- Understand that we will do our best to make any necessary adjustments or modifications
- Work with us to make archery work for you
- Talk to us if you have any concerns or ideas to help us make our club

### 4. Communication & Review

This policy will be held on the Crieff Archery Club website and its update communicated to members via Facebook and email communications. This policy will remain current until superseded.

### 5. References

- [Scottish Archery Association \(SAA\) Equality Policy](#)

### 6. Websites

- [Scottish Archery Association](#)
- [Scottish Disability Sport](#)

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