



# Diversity and Inclusion Action Plan 2023-25

## Our Vision

Our approach to diversity is simple: it's about embracing everyone. We are a club that celebrates diversity, promotes inclusion, and strives to provide opportunities for lifelong participation for everyone.

## Sports inclusion Disability Charter

Tír Móna AC is a signature to the Sports inclusion Disability Charter (the Charter) and strives so that people with disabilities will be given every opportunity to be active within their local community.

The Charter, outlines the five key areas people with disabilities are asking all organisations to consider in making active and healthy lifestyles possible for them:

- Openness** Be open to and understanding of all people with disabilities
- People** Access training for our staff/volunteers to facilitate the inclusion of people with disabilities
- Activities** Develop and deliver inclusive activities
- Facilities** Review our facility/venues/equipment to make our organisation more accessible
- Promotion** Promote the inclusive nature of our activities, in a variety of formats.

## Women in Sport

Tír Móna AC shares Sports Ireland's vision for women in sport as one where women have an equal opportunity to achieve their full potential, while enjoying lifelong involvement in sport.

At juvenile level (U6 to U14) there is strong female participation with 59 % female members. However, there is a significant drop off in participation between U14 and U18 which the club has a plan to address.

## Wheelchair Access

The club has engaged with a number of people locally with disabilities and completed a review of our facility and the equipment necessary to make our organisation more accessible. This has

identified a number of issues which currently make some of the clubs facilities inaccessible to wheelchair users.

The issues that have been identified include:

- The surface of the running track, is not suitable for wheelchair users
- The floodlighting around parts of the running track make it difficult for people with disabilities to use the track in the absence of daylight.
- The surface of the car park and some paths are not suitable for wheelchair users.
- Access to the clubhouse currently has steps at the door and no ramp, so it's not wheelchair accessible.
- The clubhouse toilet layout and size are sufficient for wheelchair, but without a ramp into the clubhouse they are not accessible.

## Action plan

TírMóna AC has identified a number of actions which we believe would make the club more accessible and would reduce the current drop off in participation between U14 and U18.

1. **Update our 400m grass running track.** The addition of drainage, floodlights and track resurfacing will make the track more accessible for all.
2. **The addition of another 4 coaches trained** to Athletics Ireland L1 standard, and use these skills to mentor, coach and maintain the U14 to U18 age bracket.
3. **Disability Awareness Training** for all club officers and coaches, to build a knowledge of barriers and mitigations we can put in place to create a culture of inclusiveness through improved facility access and improved training options for people with disabilities
4. **Partial resurfacing of car park and paths.** As some of the surface is not currently wheelchair accessible, it is proposed to designate 2 wheelchair car spaces and upgrade the access from these spaces to the walking track, clubhouse and running track.
5. **Engagement with other organisations.** At the moment the club is not of a sufficient size to have a separate inclusion program. Both the local GAA and Soccer clubs have established programs for participants with physical and intellectual disabilities, it is hoped to engage with these programmes and leverage best practice and to introduce athletics to the participants and to host a number of events for the participants of these programmes.
6. **Access to the clubhouse.** There are currently 2 steps into the clubhouse, it is proposed to replace these with a wheelchair friendly solution. The clubhouse toilet is wheelchair friendly with minor works required to make the outside toilet more wheelchair accessible. The club has committed to follow Kildare County Councils Access Strategy to ensure all further developments and projects are purpose built for people with disabilities.
7. **Appointment of Diversity and Inclusion Officer** to promote equal access and positive attitudes.
8. **Improve communications and increase our social media** presence to attract new membership and encourage participation in our club, and better promote the health, wellbeing, social and academic (e.g. scholarships) benefits of sports for all ages and abilities.
9. **Engagement with older girls and their parents/guardians** to better understand the drop-off rates and inform next steps to retain and attract older girls and women in sport.