



# Killygarry GAA Inclusion Policy

## Mission Statement

Killygarry GAA Club is a community-based volunteer organisation committed to the development of Gaelic games and culture. As part of its wider remit within the community it aspires to promote an “Active Community” ethos providing opportunity for all to participate in social/recreational activities that are within its capacity to provide.

Two key values which we wish to be associated with our club are:

**Community:** We want our Club to be at the heart of community activity

**Inclusive:** We welcome everyone to become involved and be part of our Club

## What does this mean in a GAA context?

The terms “Inclusion” and “Diversity” can often be misunderstood. The following are good working definitions:

- Inclusion means people having a sense of belonging, of being comfortable in being part of something they value (in this case their local community)
- Diversity means being aware of, accommodating and celebrating difference.

To give a better understanding of what this can mean in practice, the following activities highlight how our Club already promotes an inclusive club:

- Our club is managed on “integrated principles” with our Ladies and Mens sections effectively merged as one club with each code and gender having equal rights and ownership of club affairs.
- We don't see ability as the pre-requisite to participation. We advocate the “Go Games” model at all levels, ages 12 and under, to ensure maximum participation by kids in our community.
- At adult level we are one of only two teams in the County that field a third GAA adult team. This provides opportunity for players to participate in a competitive, yet recreational environment. The positive aspect of this is that it allows older players to extend their playing career, while many others who for whatever reason cannot achieve a higher level, can remain playing. It also provides opportunity for players who may have retired prematurely to resume participation and this is actively encouraged by our Club.
- Membership of our Club is open to all.
- We have been to the fore in promoting the Gaelic4Mothers initiative aimed at getting Mums to become active in sport and club activity

- We have been active participants in the GAA Social Initiative which is aimed at encouraging older men who are not currently doing so, to re-engage with their local community
- Our recent Transformation programme, which focussed on Health and Well-being, was open to the entire Community. Over 50% of participants were non-members.
- Our Club facilitates weekly Circuit Training sessions at our club grounds which are open to everyone
- Our Club organised very successful walking/jogging sessions on the track around our pitch earlier in the year. These will resume in September/October and will be open to all. Our track is open at all times and is regularly used by non-members. Unlike some clubs, we do not stipulate a “Members Only” policy.
- Our facilities are regularly used by our local schools to host sports events
- Our facilities have been used by and continue to be available to other local groups such as Youthreach and the nearby Clogher House Day Activation Centre
- Our Club is registered with the Cavan Sports Partnership which promotes participation in sport and physical activity on an inclusive basis.

### **What more can we do?**

Killygarry GAA will strive to be socially inclusive at all levels of our Club, targeting those in our community who may be excluded from sport and/or recreational activities and actively encourage and welcome them to avail of our facilities or become part of our club .

The areas in which the Club will put this policy into practice are:

1. **Ability Activities** – We will continue to make our facilities available to people with special needs and/or disabilities ensuring that they have equal access and opportunity to partake in sport and recreational activity. We will liaise with Cavan Sports Partnership and Clogher House to see how this can be best achieved locally.
2. **Reaching Out to the New Irish**– Locally we will make contact with representatives of communities who traditionally have not been involved in the GAA to encourage more to become involved in club activity and to avail of our facilities. We will facilitate “Have a Go” days to encourage participation and better integration.
3. **Health and Wellness Initiatives** – We will actively promote use of our running/walking track by everyone in our community. We will use local media, our own weekly eNews and parish bulletins to encourage greater participation. We will also use our existing membership database to encourage neighbours/other family members/friends to avail of our facilities. We will also interact with local voluntary groups in our area such as the local community centre committee, senior citizens committee, to maximise participation. We will also be advocating other initiatives such as men’s and women’s health nights and promotion of our ASAP (Alcohol and Substance Abuse Programme) aimed specifically towards younger people.
4. **Contribute to the Community** – We will act as a constant resource to our local community. For example, we can offer assistance to stewarding at local events. We will share good practice in how to manage and run events with other local community groups.

5. **Promoting Good Relations** – We will liaise with Cavan County Council staff who are implementing the Peace 111 Programme to see, based on their experience, if there are initiatives that can be undertaken locally by our Club to promote a more inclusive orientated club.
6. **Accessibility** – All plans to upgrade our facilities will be accessibility-proofed to ensure that they are accessible to all. An audit of existing facilities will be undertaken to see what low-cost improvements can be put in place.

### **How to keep Inclusion to the fore in Club Activities**

The Club will form an Inclusion Committee which will oversee implementation of this plan, attend information events on Inclusion and Diversity and keep the committee and wider membership informed on progress in implementation and best practice generally.

Adopted by Club Committee at meeting held on 31<sup>st</sup> August 2011

Signed \_\_\_\_\_

Chairperson

Signed \_\_\_\_\_

Secretary