**PROGRAMS**

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| Barriers include attitudinal, social, cultural, economic, communication, physical **Issues** | **Year** |  **Comment/Action** |
| 1. Club programs have been assessed to identify barriers to inclusion and strategies have been put in place to manage or eliminate the barriers.
 | 2022-2024 | *The Club has a ramp to the first floor, a unisex accessible toilet and a path to a disabled carpark* |
| 1. The inclusion of people from diverse backgrounds, coaching, race management, administration, volunteering, professional roles, and other aspects of club life is promoted.
 | 2022-2024 | Put link on facebook page and website to Discover Sailing http://discoversailing.org.au/discover-sailing/all-about-sailing/ |
| 1. The appropriateness of delivering tailored programs for specific populations or communities has been considered (e.g., in consultation with partners) and, if appropriate, put into place.
 | 2022-2024 | Yes been considered. Small membership restricts ability to conduct days but have responded to requests. |
| 1. Pathways from tailored programs to broader club programs (e.g., *Discover Sailing* programs) are available and communicated to participants of these tailored programs.
 | 2022-2024 |  Yes |
| 1. People, including those from diverse populations and communities, have opportunities to be involved in general club programs.
 | 2022-2024 |  Yes – open to all  |
| 1. Programs are modified to enable the inclusion of people from populations and communities not commonly involved in sailing.
 | 2022-2024 | Programs being monitored progressively to ensure inclusion  |
| 1. Clubs provide (a) boats that are suitable for inclusive programs, (b) boats that can be modified for use with inclusive programs, and/or (c) boats of Universal Design.
 | 2022-2024 | Sailability program has both Access Dinghies and Hansas. |
| 1. People have input into the creation of choices for how they can be involved in sailing clubs.
 | 2022-2024 | *All members have an opportunity to access committee members with ideas for improvement. Expanded roles e.g. treasurer undertaking membership, Clubhouse now a separate role, minute taker and secretary separated.* |

**POLICY AND STRATEGY**

Policy and strategy form the foundations of efforts to encourage and support inclusion in sailing. Policies should reflect a commitment to

building clubs that are accessible for all, and strategies need to focus on active ways of increasing the inclusion of people from populations and communities not commonly involved in sailing.

**GOVERNANCE AND MANAGEMENT** (page 12)

For clubs to encourage and support the inclusion of people from diverse populations and communities, strong guidance is typically required from the clubs’ leadership groups.

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| **Items** |  **Year** | **Comment/Action** |
| 1. Encouraging and supporting the inclusion of people from populations and communities not commonly involved in sailing is a priority within the club’s strategic plan.
 | 2022-2024 | Provide to Specialist School, George Grey Centre and Scouts through the Sailability Program and direct input from Sailability Coordinator who reports to the General Committee |
| 1. Encouraging and supporting the inclusion of people from diverse populations and communities is an ongoing agenda item for the main management committee.
 | 2022-2024 |  As Above |
| 1. Where the club has several committees, one has been delegated the task of fostering the inclusion of people from populations and communities not commonly involved in sailing.
 |  | Not applicable |
| 1. Advisory groups have been established for each identified population and community, which have clear terms of reference.
 | 2022-2024 |  All members |
| 1. Commodores and other club leaders actively promote strategies to encourage and support the inclusion of people from populations and communities not commonly involved in sailing, both within the club and in public.
 | 2022-2024 | Members volunteer for Sailability activities.We have more women members than five years ago. |
| 1. People from populations and communities not commonly involved in sailing are members of the club’s main management committee.
 | 2022-2024 | *All committee members are club members with strong links to various communities and to the Marlay Point Public Purposes Reserve Committee.* |

**POLICIES AND PROCEDURES** (page 13). These provide a framework for activities conducted at sailing clubs and guide members and staff on appropriate ways of conducting themselves.

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| **Items** |  | **Comment/Action** |
| 1. The club has policies and procedures (e.g inclusion, affirmative action and anti-discrimination policies) that reflect the club’s commitment to encouraging and supporting the inclusion of people from populations and communities not commonly involved in sailing.
 | 2022-2024 |  Completed & approved in May 2016 *and reviewed in 2019* |

**ATTITUDES OF PEOPLE ASSOCIATED WITH THE CLUB**  (page 13)

Attitudes influence members capacity to encourage and support the inclusion of people from populations and communities not commonly involved in sailing.

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| **Items** |  | **Comment/Action** |
| 1. Club committee members, key volunteers, professional staff, instructors, coaches, and race officials have completed Australian Sailing’s *Everyone Discover Sailing* module.
 | 2022-2024 |  Awaiting advice from YV |

**COMMUNITY ENGAGEMENT**  (page 14)

Engaging with specific populations and communities that are not commonly involved in sailing is central to increasing inclusion in sailing. This requires clubs to meet and communicate with people…. rather than waiting for people from these communities to come to the clubs.

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| **Items** |  | **Comment/Action** |
| 1. Populations and communities to be engaged have been identified.
 | 2022-2023 | Have been identified and successful for people with disabilities. Committee continuing to try to involve younger people in sailing.  |
| 1. The needs, wants, facilitators, and barriers of these populations and communities are understood.
 | 2022-2024 |  Well-established, successful Sailability Program with further expertise from former Latrobe Valley YC members |
| 1. Strategies have been developed to engage people from identified populations and communities.
 | 2022-2024 | Yes – Sailability.*Others in review*. |
| 1. Opportunities have been sought to engage people from identified populations and communities.
 | 2022-2024 | Yes – Sailability.*Others in review.* |
| 1. Attempts have been made to engage identified populations and communities.
 | 2022-2024 | Yes – Sailability.*Others in review.* |
| 1. People from these populations and communities are participating in regular club sailing and social activities.
 | 2022-2024 |  Yes |

**SOCIAL SUPPORT** (page 14). Entering the environment of a sailing club may be confronting for some people, especially if they feel or are different….. Members can assist new members to feel like they belong in their clubs.

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| **Items** |  | **Comment/Action** |
| 1. The club has people (e.g., Discover Sailing Hosts) who are the first point of contact for new participants and who are available and able to discuss the opportunities that the club has to offer.
 | 2021-2023 | GLYC has offered to help the Club with a program and trainers and is being considered if numbers can be obtained. |
| 1. The club has a process for welcoming new participants that reflects the need for members and staff to provide social support.
 | 2022-2024 | The Club has made a significant effort to improve welcoming and orientation structure.  |
| 1. A mentoring system has been created for people who are new to the club.
 | 2022-2024 | As above |
| 1. People are encouraged to invite their families and friends to events and club functions.
 | 2022-2024 |   As above |

**MEMBERSHIP FEES AND OTHER COSTS** (page 15)

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| **Items** |  | **Comment/Action** |
| 1. A flexible fee structure is used at the club
 | 2022-2024 | Review conducted and passed at AGM 2021 |
| 1. Fee structures provide reduced rates for families.
 | 2022-2024 | Review conducted and passed at AGM 2021 |
| 1. Fee structures provide reduced rates or no charges for people (e.g., family members, friends, professional carers)
2. who come to sailing clubs to facilitate the involvement of others.
 | 2022-2024 | Matters are discussed annually and determined at the August AGM.  |
| 1. Clubs offer free memberships or reduced membership fees for non-sailing volunteers.
 | 2022-2024 |  The Club has selective honorary memberships for non-sailing volunteers and other positions as determined by the Committee. |
| 1. Clubs implement strategies to assist people with limited financial resources to afford the fees associated with club activities.
 | 2022-2024 | Can accommodate hardship requests.  |

**PROMOTIONAL EFFORTS AND MATERIALS**  (page 16)

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| **Items** |  | **Comment/Action** |
| 1. Promotional efforts occur in places in which identified populations and communities tend to gather e.g. schools, disability support agencies, migrant resource centres, libraries, shopping centres
 | 2022-2024 | Ongoing engagement with various schools, Cubs & Scouts and Adult Day Centre through Sailability Program. |
| 1. Promotion material for public consumption contains images of people from populations and communities not commonly involved in sailing.
 | 2022-2024 |  Yes, see re-structured website. |
| 1. Internal promotional material (e.g., information on notice boards, newsletters) contains images and stories of people with diverse backgrounds.
 | 2022-2024 |  Use of facebook, website and other material |
| 1. Descriptions of the club and what it has it offer reinforce that it is welcoming of people from populations and communities not commonly involved in sailing.
 | 2022-2024 |  As appropriate |
| 1. Promotional material is presented in languages and accessible formats (e.g., audio, Easy English, documents in Portable Document Format [PDF] with accessibility features, large print) suitable for local communities.
 | 2022-2024 | Revamped website to better meet accessible standards |
| 1. Australian Sailing and local media are provided with stories about the inclusion of people populations and communities not commonly involved in sailing.
 | 2022-2024 |  As applicable |

**PARTNERSHIPS**

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| --- | --- | --- |
| **Items** |  | **Comment/Action** |
| 1. Potential partners to be engaged have been identified.
 | 2022-2024 | *Through Sailability and community partners & sponsors for Maraly Point Overnight Race & sponsor signage* |
| 1. Clubs and partners have shared goals on what they want to achieve
 | 2022-2024 |   Yes |
| 1. Partners have contributed to a clear understanding of the needs of the populations and communities to be engaged.
 | 2022-2024 |  Yes |
| 1. Partners have visited the club, understand how it operates, and have identified strengths and weaknesses in its capacity to meet the needs of the populations and communities to be engaged.
 | 2022-2024 |  Yes  |
| 1. Clubs and partners have collaboratively developed strategies to engage people from identified populations and communities.
 | 2022-2024 |  Yes  |

**PLACES and SPACES**

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| **Items** |  | **Comment/Action** |
| 1. Information is publicly available on how to travel to the club, including public transport options.
 | 2022-2024 | There is no public transport and an electronic map was put on the website in 2018 |
| 1. Policies and procedures for emergency egress (e.g., Personal Emergency Egress Plans) are actionable.
 | 2022-2024 |  *Works Coordinator will organise exit signs and a sign for the accumulating area* |
| 1. Accessible car parking spaces are provided around buildings with associated car parking.
 | 2022-2024 |  Already in existence |
| 1. For those buildings required to be accessible, continuous and accessible paths of travel is provided to and from (a) the main points of pedestrian entry, (b) other buildings via pedestrian links, and (c) any required accessible parking around or within the buildings.
 | 2022-2024 | Completed. Disabled car park with path to ramp into Clubhouse |
| 1. Accessible doorways include features such as circulation space; clear opening door widths; consideration of the forces required to open, swing, and hold doors open; easily usable door controls; the location of power-operated control; and luminance contrast.
 | 2022-2024 | All areas are accessible |
| 1. Contrasting strips, chair rails, handrails, or transoms, are provided across all fully glazed or frameless doorways and surrounding glazing that could be mistaken for openings.
 | 2022-2024 |   All addressed.  |
| 1. Signage is provided, such as that relating to toilet facilities (both ambulant and accessible) and directional information (e.g., exits, reception areas).
 | 2022-2024 | *Toilet facilities signage**Directional to be completed*  |
| 1. Warning and directional tactile ground surface indicators are provided.
 |   |  Not applicable. |
| 1. A unisex, accessible toilet is available for use (i.e., the facility is provided and is not being used for alternative purposes, such as storage).
 |  2022-2024 | *Built an accessible unisex toilet in 2021* |
| 1. Showers are accessible, including non-slip surfaces for those who are ambulatory.
 | 2022-2024 |  Male and Female showers accessible |
| 1. Access is provided to all areas of buildings that people normally use.
 | 2022-2024 | *Accessible line of travel completed in 2021 between carpark, toilet and Clubhouses.* |
| 1. Access is provided to non-habitable buildings (e.g., changing rooms and toilet blocks associated with sailing clubs), and to facilities within these buildings, that are located in areas that would be reasonably easy for people to access (e.g., buildings beside other buildings or beside accessible paths of travel).
 | 2022-2024 | All areas accessible  |
| 54. Access is provided to docks, hard stands, and other areas people may need to go. |  | Clear accessible path to floating jetty |
| 1. Cranes are available to transition people who use wheelchairs (or have other mobility issues) to and from boats.
 |  |  *Will require permission from Gippsland Ports to attach crane bracket to floating jetty and then insert crane from LV shed, as required.* |

**MONITORING AND EVALUATION**

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| **Items** |  | **Comment/ Action** |
| Participation forms (e.g., membership forms) enable the capturing of data about the populations and communities being engaged (e.g., gender, ethnicity, disability). | 2022-2024 |  Yes. Voluntary in Revsport membership details |
| Information about programs and participant numbers for engaged populations and communities are reported periodically (at least annually). | 2022-2024 |  Yes at Annual General Meeting |
| Case studies and exemplars (including key learning) of attempts to engage people from diverse populations and communities are provided to Australian Sailing. | 2022-2024 |  Sailability reports are provided Australian Sailing |
| The club can demonstrate continuous improvement in the engagement of people from diverse populations and in the encouragement and support of these people in sailing. | 2022-2024 |  Yes – ongoing disability engagement and involvement of women |