



# DISABILITY ACTION PLAN 2013 - 2014

## Vision

Basketball in Victoria: The world's best sporting community



## **Message from CEO**

Basketball Victoria is committed to ensuring that basketball is a sport that enables everyone to participate.

The development of the Disability Action Plan supporting people with disabilities to participate in basketball continues Basketball Victoria's proud history of proactively striving to maintain basketball's status as a sport for all.

Inclusion must be embedded in policy and practice across the whole basketball community. As such, Inclusion is a key pillar of Basketball Victoria's 2013 - 2016 Strategic Plan working towards a future that will see an increase in the number of participants and to lead Associations in developing inclusive programs. At the end of 2012, 30 Basketball Associations around the state were successfully running disability programs. I look forward to this plan driving further participatory growth.

I fully endorse this Disability Action Plan.

Nick Honey  
CEO  
Basketball Victoria

## **Message from the President of the Board**

The Basketball Victoria long-term strategy was refreshed in a collaborative and consultative process during the later part of 2012. The Plan incorporates a dedicated strategy to inclusion of people with disabilities within the sport of basketball.

Basketball Victoria has a strong commitment to the importance of inclusion and raising awareness across the community.

It is our aim to ensure that basketball is an inclusive and welcoming sport that can be played by people of all abilities.

The Board of Directors of Basketball Victoria not only endorses this Disability Action Plan but is also proud of the commitment by staff on this project.

Dan Kirtley  
President  
Basketball Victoria

## **Introduction**

Through the generous support from VicHealth previously through the Participation in Community Sport and Recreation Project (PICSAR) and now with the State Sporting Association Participation Program (SSAPP), the opportunities available for People with a Disability to participate in basketball has seen rapid growth. The growth in our sport has been significant, providing opportunity through direct (playing, coaching and officiating) and indirect participation (score table, administrating and volunteering for committees and boards) enabling us to be granted Exemplar status by VicHealth in 2010 for our work in this area.

Basketball Victoria, remains committed to the basic principle underlying the Disability Discrimination Act 1992 (DDA), that People with a Disability have the same fundamental rights to access existing and new programs, opportunities and services as the rest of the community. These opportunities also exist within all of Basketball Victoria's affiliated Associations and clubs in metropolitan, country and regional areas.

While Basketball Victoria acknowledges and accepts its obligations under the DDA, the planning and preparation of our Disability Action Plan is more than a response to this obligation. Basketball Victoria is proud that as a sport it is accessible which supports the need for a specific Action Plan – the aim of which is to ensure Victorians with a disability can participate in programs and use services offered by Basketball Victoria and our affiliated Associations now and into the future.

The development of a Disability Action Plan is a key element of the Basketball Victoria Strategic Plan. Our CEO, the Basketball Victoria Board of Directors, Senior Management and all Basketball Victoria staff, endorse this plan. This demonstrates Basketball Victoria's continuing commitment to providing access to Victorians with a Disability not only now, but also well into the future.

## **Basketball Victoria as a Snapshot**

Basketball reaches a cross section of the community. It develops livable communities that are welcoming, inclusive and safe and where participatory opportunities are available for People with a Disability, people from Cultural and Linguistically Diverse (CALD) backgrounds and those from Indigenous communities.

Basketball is a fantastic and accessible sport as it can be played by anyone at anytime. Basketball can be played on an indoor court or it can be played using a hoop above the garage doorway and men and women and boys and girls can all play basketball. The most important thing about basketball is that people can play it from all ages, abilities, nationalities and religions. The ability to foster interaction is also a key component as it is predominately a team sport but can be played one on one, three on three, competitively or socially.

Nationally there are 392 Basketball Associations, with Victoria having 144 affiliated Associations spread across regional (93) and metropolitan (51) areas. Basketball Victoria is the largest State Basketball Association nationally with 51% of national registered members residing in Victoria. Within Victoria there are approximately 130,000 members annually, with some Associations registering up to 10,000 members down to those with less than 100 registrations: the variance of membership is usually dependent on how densely populated an area is.

Through the implementation of the Basketball Victoria Strategic Plan and the importance of Inclusion within the organisation, currently 40 Associations have inclusion embedded into their own Strategic Plan. It is important that inclusion becomes a part of each affiliated Associations organisational culture ensuring that each and every one is focused on providing a safe and welcoming environment. Some Associations that have inclusion as a key objective of their own Strategic Plan have developed their Inclusion or All Abilities programs. With the support of Basketball Victoria it is hoped that these numbers will further increase as more and more Associations provide People with a Disability the chance to participate in the sport of basketball.

In 2013 there are currently 77 Specialist Schools situated across the state of Victoria with the majority of those schools residing in the Metropolitan area (49) and the remainder located in Regional areas (28). With the work completed through PICSAR and the work currently being undertaken through SSAPP, Basketball Victoria has supported 48 schools with the opportunity to further participate in basketball. Whether the participant has been through Basketball Victoria programs such as the VicHealth Cup, Junior United Mentoring Program (JUMP) or purely through scheduled basketball clinics, the possibility of basketball reaching further out into the community of Victoria is gradually increasing.

## **Definition of Disability**

Under the Disability Discrimination Act (DDA) 1992, disability in relation to a person is defined as:

- Total or partial loss of the person's bodily or mental functions; or
- Total or partial loss of a part of the body; or
- The presence in the body of organisms causing disease or illness; or
- The presence in the body of organisms capable of causing disease or illness; or
- The malfunction, malformation or disfigurement of a part of the person's body; or
- A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- A disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in distributed behaviour
- And includes a disability that:
  - o Presently exists; or
  - o Previously existed but no longer exists; or
  - o May exist in the future (including because of a genetic predisposition to that disability); or
  - o Is imputed to a person

To avoid doubt, a disability that is otherwise covered by this includes behaviour that is a symptom or manifestation of the disability.

The definition of disability in the Disability act (2006) is in relation to a person who has a sensory, physical or neurological impairment or acquired brain injury or any combination, which:

- Is likely to be permanent; or
- Causes a substantially reduced capacity in at least one of the areas of self-care, self-management, mobility or communication; or
- Requires significant ongoing or long term episodic support; or
- Is not related to ageing; or
- An intellectual disability; or
- A developmental delay

## **Legislative Framework**

### **The United Nations Convention of the Right of Persons with Disabilities**

The purpose of the Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms for all people with a disability, and to promote respect for their inherent dignity.

### **Disability Discrimination Act 1992/Disability Amendment Act 2012**

The DDA (1992) is a Commonwealth law, which makes it illegal to directly or indirectly discriminate against a person with a disability and against a person associated with a person with a disability.

The objectives of the Act are to:

- Eliminate, as far as possible, discrimination against persons on the ground of the disability in the areas of work, accommodation, education, access to premises, clubs and sport, the provision of goods, facilities, services, land; existing laws; and the administration of Commonwealth laws and programs;
- Ensure, as far as practicable, that persons with disabilities have the same rights to equality before the law as the rest of the community
- Promote recognition and acceptance within the community of the principle that persons with disabilities have the same fundamental rights as the rest of the community.

Discrimination is defined as treating people with a disability less favourably than people without the disability would be treated under the same circumstances.

Discrimination also exists where a condition or requirement is imposed, which may be the same for everyone, but which unfairly excludes or disadvantages people with a disability.

### **National Disability Strategy**

The federal, state and territory and local governments have developed this Strategy under the auspices of the Council of Australia Governments. The shared vision of the National Disability Strategy is for an inclusive Australian society that enables people with a disability to be given the same opportunities and have the ability to reach their potential as equal citizens.

### **The Victorian Charter for Human Rights Act 2006**

Victoria is the first Australian State to enact formal protection of human rights by introducing the charter. It ensures that the human rights are valued and protected with Government and the community.

It is also based on the idea that all arms of Government should contribute to the protection and promotion of human rights in Victoria.

### **Victorian Disability Act 2006**

The Victorian Disability Act is providing a framework for government and communities to enable those people with a disability to strongly participate and be given the opportunity to freely interact with the activities of the community. With guiding principles of human rights and citizenship it reaffirms and strengthens the rights and responsibilities of people with a disability and signifies that this requires support across government and within communities.

It states that a public sector must ensure that its Disability Action Plan is consistent with Section 38, which states that a plan is prepared for the purpose of:

- Reducing barriers to persons with a disability accessing goods, services and facilities;
- Reducing barriers to persons with a disability obtaining and maintaining employment
- Promoting inclusion and participation in the community of persons with a disability;
- Achieving tangible changes in attitudes and practices which discriminate against persons with a disability.

### **Victorian Equal Opportunity Act 2010**

The Victorian Equal Opportunity Act 2010 promotes everyone's right to equality of opportunity. The Act makes discrimination based on a range of attributes against the law, including disability (referred to as 'impairment')



## **Victorian State Disability Action Plan 2013 – 2016**

The State Disability Plan demonstrates the approach to disability by the Victorian Government and to the wider community. The rights of people with a disability are recognised so that they're able to live and take part in the activities conducted throughout their community as citizens of Victoria. The key components are based on the principles of human rights, equality, dignity and self-determination, diversity and no discrimination.

Victoria has created a vision for the State, where communities are becoming more inclusive and stronger in their stance on Disability. This vision will allow communities to become a place where diversity, inclusion and disability is embraced and celebrated and everyone has the same opportunities to participate in community living.

## **Basketball Victoria Strategic Plan 2013 – 2016**

A key objective of the Basketball Victoria Strategic Plan is Inclusion.

Basketball Victoria has recognised that Inclusion is an integral part of our everyday business thus allowing everyone the opportunity to participate in the sport of basketball no matter their background ability.

The process of developing definitive strategies and actions helps to ensure objectives are met allowing for sustainability of inclusion well into the future. A key strategy has been to develop and build internal capacity allowing broader ownership, understanding and integration of inclusive practice.

Whilst this continues to challenge the inclusion environment internally, it is essential for long-term success and sustainability if, and when, the current internal champions move on.

A solid evaluation methodology has consistently taken place allowing us to best understand our implementation processes and allow continuous quality improvement.

Inclusion must continue to be embedded in policy and practice and must be driven from the top down, for without that, it will not succeed.

## **Purpose of the Disability Action Plan**

A Disability Action Plan describes how a service provider intends making the service, facilities and participatory opportunities it already provides or is willing to provide in the future, as accessible and most appropriate for people with disabilities to participate in the most achievable way possible. It allows Basketball Victoria a way in which to eliminate discriminatory practice and provide an inclusive organisational culture that allows people with disabilities to feel safe and welcome.

The Human Rights and Equal Opportunity Commission encourages Organisations to develop a Disability Action Plan and have it formally recognised as a guide to best practice amongst sport and service providers.

The need for a Disability Action Plan is paramount in developing inclusive and healthy lifestyles and behaviours within the basketball community.

Basketball Victoria has recognised the importance of creating a Disability Action Plan thus providing people with disabilities the opportunity to participate in basketball at a level that suits.

In November, 2013, the Basketball Victoria Disability Action Plan was endorsed by the Board of Basketball Victoria thus ensuring a solid component to providing an inclusive and supportive environment where People with a Disability feel welcome, safe, respected and valued.

## **Developing the Plan**

Basketball Victoria is dedicated to assisting people with a disability to engage in basketball and identifies that the development of a Disability Action Plan will assist this process.

In order to have commitment and an understanding of inclusion across the entire organisation, a Disability Advisory Committee consisting of identified Basketball Victoria staff was established. A number of meetings over many months were held and were the catalyst in establishing the basis of the Basketball Victoria Disability Action Plan. Workshops were undertaken to establish an understanding of inclusion, the importance of a Disability Action Plan and how it would be instrumental in giving people with disabilities a greater chance to engage in the sport of basketball.

With Inclusion being a prime objective in the Basketball Victoria Strategic Plan, work was undertaken to lay the foundations of the Disability Action Plan and develop the key priority areas. The Basketball Victoria Disability Advisory Committee put forward their suggestions and recommendations for strategies, which would underpin the key priority areas of the Plan.

The final stage of the development was the draft of the plan which was presented to the Basketball Victoria Disability Advisory Committee for analysis and comment. Following this discussion further adjustment have been made and the final draft presented to the Basketball Victoria Board for their comment, prior to the development, endorsement, submission and publication of this final version.

### **Performance Monitoring and Evaluation**

The Disability Action Plan will be monitored and reviewed every three months with the Disability Advisory Committee taking the lead role in implementing the strategies that have been put in place. The strategies will filter down into each of the departments of Basketball Victoria to ensure that every person within the organisation has a firm grasp on what is expected to successfully achieve the outcomes that have been set within the key performance areas.

Progress on the Disability Action Plan will be reported to Senior Management and the Board of Basketball Victoria. This will demonstrate the steady increase in opportunities for people with a disability who are involved in basketball as well as determining the effectiveness of the Disability Action Plan.

The Basketball Victoria Disability Action Plan will be updated annually with the Board of Basketball Victoria continuing to provide an endorsement and shared agreement on inclusive practice and policy.

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## Key Performance Areas

### Strategic Direction 1: Education and Awareness

<b>Objective 1:</b> Enable current Basketball Victoria staff, affiliated Associations and other Basketball State Sporting Associations to become inclusive in their work practices and attitudes			
Strategy	Action	Timeline	Performance Indicator
<b>1.1:</b> Provide leadership support to Basketball Australia	<b>1.1a:</b> Hold a National forum in conjunction with Basketball Australia to gather data to produce a National DAP	2013 – 2014	Forum is held and National DAP rolled out
	<b>1.1b:</b> Provide support to Basketball Australia to publish and roll-out National DAP	2013- 2014	
<b>1.2:</b> Leadership support to other Basketball State Sporting Associations	<b>1.2a:</b> Share Basketball Victoria's resources and best practice ideologies  <b>1.2b:</b> Provide support to Basketball SSA's as	2013 – 2014  When	Monitoring and reporting of contact between Basketball Victoria and other SSA's through Inclusion

	DAP's <b>1.2c:</b> Basketball SSA's to be involved in Basketball Australia's National forums	2013 - 2014	
<b>1.3:</b> Provide education, training and support to Basketball Victoria Country (BVC)	<b>1.3a:</b> Provide ongoing support to BVC staff and regional Basketball Associations  <b>1.3b:</b> BVC staff to attend bi-annual BV Educational Inclusion workshops	Ongoing  2013 – 2014	Monitoring the attitudinal changes Pre-DAP and Post-DAP through methods of evaluation (survey, observations etc.)
<b>1.4:</b> Continue to educate and up-skill Basketball Victoria Board and staff on inclusive practices	<b>1.4a:</b> Bi-annual educational workshops for all BV staff  <b>1.4b:</b> Disseminate "Keys to Communication... because words matter" booklet to all affiliated Associations to assist with communicating to priority populations	Ongoing  2013	Monitoring the attitudinal changes Pre-DAP and Post-DAP through methods of evaluation (survey, observation etc.)
<b>1.5:</b> Continue to educate and up-skill Associations on	<b>1.5a:</b> Inclusive training provided to 70 Associations within identified regions	2013 – 2104	Number of Associations becoming inclusive through work in identified regions

inclusive practices	<b>1.5b:</b> Continue to promote the benefits of the Companion Card	Ongoing	Observation of Companion Card material being displayed at Associations
	<b>1.5c:</b> Provide guidelines to Associations when developing and improving publications, resources and promotional material	2013 - 2014	Review of documents and strategies to determine inclusive policy and practice

**Strategic Direction 2: Participation Opportunities**

<b>Objective 2:</b> Developing direct and indirect participation opportunities which are inclusive of people with disabilities			
<b>Strategy</b>	<b>Action</b>	<b>Timeline</b>	<b>Performance Indicator</b>
<b>2.1:</b> Continued advocacy to School Sport Victoria (SSV) to endorse and support basketball programs for Specialist Schools	<b>2.1a:</b> Continued endorsement support and promotion of SSV of all Basketball Victoria Specialist School program	Ongoing	Number of BV Specialist School programs endorsed by SSV Frequency of contact by SSV
<b>2.2:</b> Work with Basketball Associations state-wide to deliver inclusive programs	<b>2.2a:</b> Identify targeted Associations	2013- 2014	Attitudinal changes towards Inclusive practices and behaviours. Follow up to assess any shifts in attitudes
	<b>2.2b:</b> Hold initial meetings with identified Associations to ascertain Actions and Timelines	2013 – 2014	
	<b>2.2c:</b> Identify any barriers and strategies to access	2013 – 2014	



	<b>2.2d:</b> Roll-out Associations Work Plans	2013 - 2014	
<b>2.3:</b> Expansion of ECHO All Abilities Association Tournament	<b>2.3:</b> Tournament expanded by 4 x new teams and 2 x new Associations annually via work within identified Regions	2013 - 2014	Statistical analysis on Association and teams registered
<b>2.4:</b> Extend Junior United Mentoring Program (JUMP)	<b>2.4a:</b> Identify mainstream students to mentor students from Specialist Schools.  <b>2.4b:</b> Expand JUMP by 3 programs Dec 2013 and 1 x JUMP program by June 2014	2013 – 2014  2013 - 2014	Number of Mainstream School expressing interest in JUMP Program  Number of programs established and completed.  Participants satisfaction measured annually
<b>2.5:</b> Expansion of VicHealth Cup	<b>2.5a:</b> Expand VicHealth Cup by 2% on previous year.  <b>2.5b:</b> Implement VicHealth Cup in identified regional areas	2013 – 2014  2013 - 2014	Number of teams registered and expanded by at least 2% annually Number of regional based schools participating
<b>2.6:</b> Expansion of Wheelchair	<b>2.6a:</b> Working with Basketball Australia to	2014	Number of Camps developed and completed Number of athletes and coaches attending the camps

Basketball	<p>provide 2 x Camps annually for both player and coach development</p> <p><b>2.6.b:</b> Develop and administer 2 x Regional Wheelchair Basketball Tournaments annually</p> <p><b>2.6.c:</b> Develop existing wheelchair basketball programs and develop programs in another 2 x identified regions</p> <p><b>2.6.d:</b> Develop local Referees to become wheelchair basketball referees</p>	2014	<p>Number of Regional Tournaments developed Number of teams participating in Regional Tournaments</p> <p>Monitor participation in strategy including new Associations joining and existing one's continuing Observation of program(s) in practice</p> <p>Course(s) rolled out and number of participants achieved</p>
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**Strategic Direction 3: Promoting inclusion within the basketball community**

<b>Objective 3:</b> Promote and reinforce positive community attitudes to people with disabilities			
<b>Strategy</b>	<b>Action</b>	<b>Timeline</b>	<b>Performance Indicator</b>
<b>3.1:</b> Participate in State and National awareness raising events to promote participation, fair play and good behaviour	<b>3.1a:</b> Promote inclusive events to all Associations as appropriate	Ongoing	Distribution of Basketball Victoria resources and materials at events
	<b>3.1b:</b> Participate in inclusive events where and when it is appropriate	Ongoing	Number of Inclusive events attended or taken part
<b>3.2:</b> Continued promotion of Basketball Victoria and Association programs via newsletter, websites, radio, media releases, resources and participatory opportunities	<b>3.2a:</b> Provide information to “Backcourt Banter”	Bi-monthly	Articles produced for “Backcourt Banter”
	<b>3.2b:</b> Continue to promote to Schools via SSV and directly	Ongoing	SSV recognition and promotion of Basketball Victoria Specialist School programs
	<b>3.2c:</b> Produce a generic inclusion video to be utilized as a promotional tool regarding BV’s	March 2014	Video produced and placed on website and poll taken to ascertain video satisfaction

within local communities	Inclusion Programs		
<b>3.3:</b> Continued development and refinement of inclusive resources	<b>3.3a:</b> Additional resource development and refinement as required  <b>3.3b:</b> Continue to ensure all BV publications are accessible to all	Ongoing  Ongoing	Review of documents and refinement completed  Feedback from people with disabilities, carers and parents on accessibility of resources
<b>3.4:</b> Continue to promote and support fair play, good behaviour and the inclusion of people with disabilities in Association Strategic and/or Business Plans	<b>3.4:</b> 40% of Associations Strategic/Business Plans promote fair play and good behaviour and identify Inclusion as a Strategic Priority	Ongoing	The number of Association's with inclusion as a priority in Strategic/Business Plans
<b>3.5:</b> Work with disability services to promote people with disabilities alongside basketball	<b>3.5a:</b> Involvement of disability services in promoting International Day of People with a Disability with VicMetro Challenge  <b>3.5b:</b> Continue to work	2013	Number of disability service providers involved in programs

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	alongside disability services to promote basketball through Regional Sport Assemblies and Council's Sport and Recreation departments	Ongoing	Actions, referrals and programs
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**Strategic Direction 4: An accessible basketball community**

<b>Objective 4:</b> Reducing barriers for people with disabilities to be able to access basketball			
<b>Strategy</b>	<b>Action</b>	<b>Timeline</b>	<b>Performance Indicator</b>
<b>4.1:</b> Consider transport barriers when organising Basketball Victoria events	<b>4.1:</b> Identify any transport issues prior to demographical allocation of BV Events	Ongoing where required	Observation of measures taken place at BV Events
<b>4.2:</b> Consult with participants in school programs to gain satisfaction level, interest and obstacles	<b>4.2:</b> Produce survey's to gain required information	Ongoing	Baseline data received from surveys
<b>4.3:</b> Seek new funding opportunities and review budget processes to secure	<b>4.3:</b> Funding/Sponsorship opportunities sought where feasible	Ongoing	Number of submissions developed for funding opportunities  Number of successful submissions

resources for ongoing work with people with disabilities and priority populations			
<b>4.4:</b> Continue with a reduced fee structure suitable for people with disabilities	<b>4.4:</b> Continue to advocate to BV Finance Committee and BV Board for reduction in fees for all disadvantaged communities	Ongoing	Fees decreased
<b>4.5:</b> Provide ongoing support and assistance to identified Associations to ensure longevity of inclusive programs via distribution of Basketball Victoria grants program	<b>4.5a:</b> Provide 7 x Grants annually to identified Association programs  <b>4.5b:</b> Provide ongoing support to Associations for sustainability of inclusive programs	Ongoing  Ongoing	Number of Grants distributed annually  Data and records received on success of Inclusive programs

## References

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For further information contact:

Basketball Victoria  
State Basketball Centre  
291 George Street, Wantirna South Vic 3152  
PO Box 4140, Knox City Centre Vic 3152  
Phone:  
03 9837 8000  
Fax: 03 9837 8077  
Email: [enquiries@basketballvictoria.com.au](mailto:enquiries@basketballvictoria.com.au)  
Website: [www.basketballvictoria.com.au](http://www.basketballvictoria.com.au)

