

# Canoeing Ireland Disability Inclusion Policy

PADDLESPORTS OPPORTUNITIES  
FOR PEOPLE WITH DISABILITIES

## Canoeing Ireland Disability Inclusion Policy

(May 2023)

## About Canoeing Ireland – Equality, Diversity & Inclusion

### Introduction

This document lays out how Canoeing Ireland intends to adhere to standards of practice and policy in disability inclusion. It will begin with the role of the disability coordinator and staff, articulate Canoeing Ireland's vision and mission, and outline its statement of equality. The objectives will show how Canoeing Ireland is going to implement the disability inclusion policy into practice. Lastly, what Canoeing Ireland holds dear are its values and how they are at the forefront of all its practices.

### Disability Coordinator

Canoeing Ireland has staff in place to manage and coordinate developments in the Equality, Diversity & Inclusion department and to design and carry out programmes accessible for all. This includes working with Active Disability Ireland (ADI) to ensure opportunities for people with disabilities to participate in Paddlesports, as well as endeavour to meet the participant's needs.

## Canoeing Ireland Disability Inclusion Policy

### Our Vision and Mission

Our vision is to inspire and enable full participation and performance in all Paddlesports for everyone.

Our mission is to increase participation in Paddlesports by improving accessibility and equivalence by reducing barriers to entry to Paddlesports as we recognise the value of participation at all levels and promote the sport in all its forms to everyone.

### Statement of Equality

At Canoeing Ireland, both organisation and staff believe that all people, irrespective of ability, age, cultural background, ethnicity, gender, social status, religious beliefs or sexual orientation, are entitled to enjoy the benefits of improved physical and mental health resulting from their participation in sport and physical activity.

Inclusivity is a reflection of our behaviours, standards and ethics. We are committed to working towards creating a culture of equity and inclusivity by exploring and improving access, attitude, perceptions, visibility, choice, partnerships, communication, and opportunities. Consistency of approach and language will move us from simply valuing inclusion to a position of normalising inclusion in our day-to-day activities, particularly for under-represented groups.

Canoeing Ireland is committed to complying with the [Equal Status Act 2000-2012](#), the [Disability Act 2005](#), and Article 30.5 of the [United Nations Convention on the Rights of Persons with Disabilities](#).

### Core Objectives

Canoeing Ireland will actively seek to support participation in Paddlesports for people with disabilities. This means that equality of opportunity for people with disabilities must be a reality within Paddlesports.

To achieve this Canoeing Ireland will continuously work in partnership with the Active Disability Ireland Awards and provide appropriate training to staff and members.

### Our Values

Inclusivity	Our work will at all times be inclusive, allow for diversity and promote equality
Passion	We will create a positive, enjoyable experience promoting fun in our activities
Excellence	We pursue excellence in everything we do and strive to achieve the highest standards

## PADDLESPO RTS OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

Integrity	We are open, ethical and transparent and operate to the highest level of good governance and integrity
Inspiration	We adopt a communal approach in that we, as an organisation, value the voices of all our members, which reflects our approaches to equality as we strive to empower and inspire our members.
Respect	We respect all whom we work with and work for and treat everyone with dignity

Canoeing Ireland is guided by and will commit to:

- Meeting the objectives pertaining to People with Disability as detailed in the National Sports Policy (2018 – 2027)
- Meeting the objectives of Sport Ireland’s Policy on Participation in Sport by People with Disabilities (2021)
- Signing and complying with the Sport Inclusion Disability Charter.
- Commitment to achieving the Bronze, Silver & Gold Xessible Awards with Active Disability Ireland.
- Complying with the Sport Ireland Diversity & Inclusion Policy
- Active Disability Ireland and the dissemination of all associated resources and information to all our relevant contacts & stakeholders.

### Monitoring and Reviewing Policy

In the development of a Disability Inclusion Policy, we understand that it requires a lot of support across all aspects of our organisation. We will endeavour to provide supports where they are needed and where financially and strategically possible.

We will also strive to review and update the organisations Disability Inclusion Policy to remain relevant with current practice, and to review any recommendations and developments that will have arisen as a result of the development of the policy. As part of this we will set a list of measurable outcomes so that Canoeing Ireland can monitor and track the implementation of the Disability Inclusion Policy.

## Resources

- Canoeing Ireland Inclusion Page: <https://www.canoe.ie/disability-inclusion/>
- National Sports Policy 2018 – 2027: <https://www.gov.ie/en/publication/aaa7d9-national-sports-policy-2018-2027/>
- Sport Ireland Diversity & Inclusion Policy : <https://www.sportireland.ie/sites/default/files/media/document/2022-05/Sport%20Ireland%20Policy%20on%20Diversity%20and%20Inclusion%20in%20Sport.pdf>
- Sport Ireland’s Policy on Participation in Sport by People with Disabilities: <https://www.sportireland.ie/sites/default/files/2019-12/sport-ireland-policy-on-participation-in-sport-by-people-with-disabilities.pdf>
- Sport Inclusion Disability Charter: <https://activedisability.ie/sport-inclusion-disability-charter/#:~:text=From%20the%20vast%20feedback%20we,healthy%20lifestyles%20possible%20for%20them>
- Paddle Able Community on Facebook and Website: <https://www.facebook.com/groups/789496722276398>  
<https://www.canoe.ie/paddle-able-3/>
- Good to Go Award: <https://www.canoe.ie/good-2-go/>
- Active Disability Ireland: <https://activedisability.ie/>
- Irish Wheelchair Association – Sport: <https://www.iwa.ie/sport/>
- Special Olympics Sports: <https://www.specialolympics.ie/sport/sports>
- Paralympics Ireland: <https://paralympics.ie/paralympic-sports/summer-sports/para-canoe/>
- Vision Sports: <https://visionsports.ie/>
- Deaf Sports: <https://www.deafsportsireland.com/>

For more information or enquiries, please contact:

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## Your Sport Starts Here

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<b>Inclusion Policy</b>				

By signing this Disability Inclusion Policy, I confirm that Canoeing Ireland is committed to the Xcessible process and that Canoeing Ireland has signed the Sport Inclusion Disability Charter. I confirm that it is our goal to make paddlesports accessible to all and that we will take all necessary steps towards this goal.

Maira Aston

Maira Aston, CEO Canoeing Ireland

3<sup>rd</sup> Oct 2023

Date