



North County Cricket Club

Inch, Balrothery, Balbriggan, Co Dublin

www.northcountycricketclub.net

INCLUSION STRATEGY AND POLICY FOR : NORTH COUNTY CRICKET CLUB

At North County Cricket Club we actively promote socially inclusive practices in order to best meet the needs of our service users, their families, and the staff at our facility. North County Cricket Club recognizes that high quality community facilities such as ours contribute to improving quality of life and help to develop a sense of community for all users, regardless of ability, need, background, culture, religion, gender or economic circumstances.

Through inclusive practice, we aim to reflect our ethos in the wider community and promote positive attitudes to both the similarities and differences in each other. Therefore, we are committed to making our facilities available to local community groups and organisations and members of the public and we will actively engage with them to promote the facility in order to achieve this.

The following points, although not exhaustive, will underpin the North County Cricket club Inclusion Policy.

Development of strong partnerships between service users and staff is important in creating a supportive environment where the client's best interests are met. Communication, involving daily interaction and shared decision-making, provides the foundation of strong partnerships.

The physical environment will be a welcoming place for service users, families and staff. The environment will convey the message that everyone is welcome and that difference and diversity are value.

Getting to know each service user individually is the starting point for programme planning. Each service user comes with their own unique experiences, strengths, skills and needs. When these are identified, individual plans can be designed.

Objectives to promote the Organisation's Name : North County Cricket Club

To have a current and effective Accessibility Plan which shows how, over time, access for service users will be increased

To create a welcoming and inclusive environment for all users and staff at all times

To use appropriate informational signage and documentation about the facility and accepted usage, and to ensure written information is available in a format accessible to all

To use promotional literature and photographs in the local press, social media and through flyers and posters clearly outlining the nature of the facilities and how they can be accessed

To have regular interaction with local community groups and services such as community councils and other community fora, primary and second level schools, Local Development Companies, the Health Services Executive, and sporting bodies, to source relevant information and programmes which will be beneficial to facility users and encourage new users

President; Miranda Andrews
086 8606153

Chairman; Joe Murphy
085 7650864

Treasurer; Mick Sludds
087 6860734

Secretary; Paula Hickey
087 4111573



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PROCEDURES :

Admissions and bookings :

In order to provide an open and accessible service for groups other than North County Cricket Club members, service users and their families, admissions and bookings will be accepted on a 'first come, first served' basis.

North County Cricket Club volunteers & staff of our facility will be made aware of a facility user with additional needs before they use the Centre. Volunteers & staff will coordinate to plan and implement strategies to achieve the best possible outcomes for the facility user concerned.

Accessibility and flexibility :

An induction process will be carried out for all service users and families new to the facility. This involves registration, information sharing about both the service user and the facility and the exploration of policies and procedures of the service and facility.

Facility Users other than clients and service users of North County Cricket Club will also be given an overview of facility policies, procedures and terms of acceptable usage.

Staffing and Facility Management :

This inclusion policy also forms an important aspect of the recruitment of staff within the facility. Applicants will not be excluded from being considered for a position based specifically on their need, background, culture, religion, gender or economic circumstances (as pertaining to the Equality Act 2004). Positions will be offered based on competency, qualification and enthusiasm for any positions arising.

Upon commencement of employment, staff will be given a period of induction to the service. All staff will be made aware of inclusive practice within our service and its importance.

When possible, staff will attend training pertaining to inclusion, for example behaviour management, equality and diversity, language development or special needs.

Staff will actively discourage stereotyping of gender, culture, background or ability by facilitating non-stereotypical play, and through the use of non-stereotypical resources and images.

Date Adopted : _____

At Meeting of : North County Cricket Club Executive Committee

Signed : _____

Chairperson

Secretary

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