



## **2008 – 2012 Disability Action Plan**

### **FOOTBALL FEDERATION AUSTRALIA STATEMENT OF COMMITMENT**

As a sport, Football Federation Australia (FFA) values inclusion, fairness, excellence and fun. These values apply across all levels of the game – from junior clubs through to the elite levels of the sport.

FFA strongly supports the right of people with disabilities to participate in football as players, coaches, referees or administrators and we are committed to developing an environment where accessibility and diversity are valued and nurtured.

Within the framework of our National Football Development Plan, FFA will help promote positive and informed attitudes towards people with disabilities and encourage and assist staff and volunteers to develop skills and facilities to meet the needs of people with disabilities within available resources.

Through the 'Sport CONNECT FFA Disability Action Plan', FFA and its member federations and clubs will ensure that people with disabilities have the opportunity to become involved in, and experience the fun and excitement of, the most popular game in the world.

Ben Buckley  
Chief Executive Officer

October 2008

Key Result Area	Performance Measures/Actions	Achievement			NSO Notes
		Yes	No	In Progress	
<b>1. Policy</b>					
1.1 FFA public commitment to Sport CONNECT	<p>FFA commitment to Sport CONNECT outlined in the National Football Development Plan.</p> <p>FFA commitment to Sport CONNECT stated in official FFA E-Newsletter  <a href="http://www.footballaustralia.com.au">www.footballaustralia.com.au</a></p> <p>Public announcement by Senior Management at Socceroos V China World Cup Qualifier at ANZ Stadium Sydney.</p> <p>Media Release announcing FFA commitment to Sport CONNECT published as website article on Australian Sports Commission and Football Australia website</p>	Yes  Yes  Yes  Yes			FFA have demonstrated a strong commitment to Sport CONNECT in print through the National Football Development Plan, electronically through the E-Newsletter and websites as well as an overarching public announcement and big screen notice at the Socceroos World Cup Qualifier V China at ANZ Stadium.
1.2 Member Federations support for Sport CONNECT and working closely with FFA	<p>FFA to inform Member Federation CEO's and Staff of Sport Connect</p> <p>Member Federation's to have a staff member servicing the Sport Connect area and working directly with FFA</p> <p>Relevant inclusion of Sport CONNECT programs in State strategic or football development Plans</p>	Yes		In Progress  In Progress	Member Federations are fully supportive of an FFA Disability Action plan and many have already formed specific state disability action plans and have developed strong relationships with State Disability Sport Organisations. Member Federations will have a strong presence on the National Steering Committee and provide regular input. Member Federation CEO Meetings and letter used to communicate message.
1.3 Establishment of National Steering Committee to advise, monitor and evaluate progress of the Disability Action Plan (DAP)	<p>National Steering Committee established;</p> <p>John Boulous – FFA  Matt Sheppard – FFA  Ann Gourley – FFA WA  Elyce Carlyle – FFV  Les Bee – FFV  Norm Boardman – FNSW  Emma Highwood – FFA  Keith Wise – Executive Director – Sports Facilitators for All</p>	Yes			Includes NSO, Member Federation, and Independent Staff. Committee members bring experience in administration, coaching, development, special needs delivery and inclusion and knowledge / history of football specific inclusion from overseas

	Ken Norris – ASC Case Manager Regular email updates and teleconferences Meets twice a year	Yes Yes Yes		In Progress	
1.4 Establishment of National/State Sport Connect Network	FFA Regional Participation Managers and Member Federation Sport CONNECT contacts regular teleconference up to four times annually			In Progress	Information sharing. FFA and Member Federation provide update in area of Sport CONNECT and Disability Action Plan progress
1.5 Conduct National Assessment	Develop portfolio of examples of Sport CONNECT activities to be promoted and replicated  Assess National Disability Sport Organisations to determine potential partnerships and assistance			In Progress	Use assessment to uncover good news stories, consistency of best practices and what has worked well to use to increase awareness of inclusion in football to the football community.
1.6 Collect player disability numbers through standard National Registration Form	Question included on National Registration Form seeking whether they have a disability	Yes			FFA seek number of participants that have indicated they have a disability
1.7 Clubs inclusive practices used as criteria for the Grassroots Football Facilities Fund and National Facility Audit	Grassroots Football Facilities Fund application form asks clubs to outline inclusive practices.  National Facility Audit form will monitor football facilities in the area of being inclusive friendly.	Yes			Clubs must outline plans around inclusion when applying for funding or developing or maintaining their facility.
1.8 Club accreditation Scheme will require clubs to outline their inclusive practices	Club accreditation Scheme to include clubs to outline inclusion strategy.	Yes			The Club accreditation Scheme allows clubs to reach certain levels by developing good standards and practices.
1.9 Develop FFA Disability Action Plan	Identify key result areas, relevant performance measures/actions, timeframe and funding	Yes			Disability Action Plan formed based on discussion of National steering committee. Draft Disability Action Plan will be sent to steering committee and Member Federation contacts for comment before the final plan is confirmed for endorsement.
1.10 Endorsement of Disability Action Plan by FFA Management Committee	Disability Action Plan submitted to FFA Management Committee for approval and sign off	Yes			FFA Management Committee is comprised of Heads of all departments and will provide final sign off.

1.11 Disability Action Plan submitted to Australian Sports Commission and Human Rights and Equal Opportunity Commission	Approval of Disability Action Plan by Australian Sports Commission			In progress	The FFA Disability Action Plan will be approved by the Australian Sports Commission and registered with the Human Rights and Equal Opportunity Commission
<b>2. Education</b>					
2.1 Educate FFA staff on FFA and Member Federation commitment to Sports Connect, Disability Action Plan and how we can be more inclusive throughout the organisation	Conduct a Sport CONNECT and inclusion workshop for all FFA staff			In Progress	Educating all FFA departments on the commitment of FFA and Member Federations to Sport CONNECT and inclusion will bring greater support across all areas of the organisation. The workshop will be conducted by an external presenter.
2.2 Educate Member Federation staff on FFA and Member Federation commitment to Sports Connect, Disability Action Plan and how we can be more inclusive throughout the organisation	Conduct a staff education session at each Member Federation outlining FFA commitment to Sport Connect, outline the Disability Action Plan and the role of Member Federations in the implementation			In Progress	This will increase awareness and assist Member Federations to include Sport CONNECT programs in State strategic or football development Plans and maintain their relationships with State Disability Sport Organisations to promote relevant pathways for participation and competition.  Members of the working group can lead workshops and information sessions in conjunction with external presenters within their state
2.3 Review existing FFA Community Coach Education and officiating Pathway	Review Community Coach course content to ensure there is an appropriate “inclusive coaching” focus  Review Officiating course content to ensure there is an appropriate “inclusive officiating” focus			In Progress  In Progress	FFA will undertake a review of the Community Coach Education and officiating Pathway as an ongoing process. Norm Boardman and Ann Gourley will co-ordinate with the National Coach Education Manager to commence this process
2.4 Develop and embedding inclusive clubs information and resources into FFA club website – ‘My Football Club’	Through the FFA Club Development strategy develop an inclusive clubs information and resource section			In progress	The resource would provide practical assistance to clubs to ensure they have an inclusive focus in all areas of the club. Ensure Member Federations websites also have this information and market

					direct to clubs.
2.6 National Coaching Conference	Offer elective “inclusive coaching” session at National Coaching Conference	Yes		Ongoing	Coaches will have the opportunity to attend this session upon registration
<b>3. Partnerships</b>					
3.1 Develop opportunities to have strong working relationships at the appropriate level with the following stakeholders:	Identify and establish a working relationship with appropriate stakeholders			In Progress	Priority partners will have an established football participation and competition pathway.
<ul style="list-style-type: none"> <li>• Member Federations</li> <li>• National Disability Sport Organisations including; <ul style="list-style-type: none"> <li>- CPISRA &amp; Australian Paralympic Committee</li> <li>- Special Olympics Australia</li> <li>- AUSRAPID</li> <li>- Deaf Sports Australia</li> <li>- Australian Blind Sports Federation</li> </ul> </li> <li>• Australian Sports Commission</li> <li>• School Sport Australia</li> <li>• International –FIFA &amp; Asian Football Confederation (AFC)</li> </ul>	FFA represented on appropriate National Disability Sport Organisation working groups and Football Advisory Panels	Yes		Ongoing	Priority partners will have formal links and existing relationships with governing football bodies including FIFA, AFC & FFA
	Work closely with and assist the appropriate stakeholders	Yes		Ongoing	
<b>4. Communications / Promotion / Awareness</b>					
4.1 Communication of Sport CONNECT activity and opportunities to the football family.	Updates and news in regards disability action plan in appropriate Game Development communication via Community forums & meetings, Website, E-News, Member Federations and HAL Clubs	Yes		Ongoing	Increase awareness of Sport CONNECT activity and opportunities across all levels of the game
4.2 Active Involvement by FFA and Member	Attendance at ASC & priority partners disability education and awareness forums and workshops	Yes		Ongoing	Attendance and contribution will strengthen working relationships

Federation staff in relevant external education and awareness forums and workshops relating to disability					
4.3 Use of 'My Football Club' website to communicate inclusive practices, existing programs and opportunities at club level to the disability community	Identify and promote inclusive programs and opportunities available to the disability community  FFA and Member Federations to promote inclusive programs and opportunities directly to the disability community			In Progress  Ongoing	Work with special schools and Disability Sport Organisations to link the disability community to football
4.4 Player ambassadors and appearances to Sport CONNECT programs and events	Confirm a Socceroo and Matilda player to be the FFA Sport CONNECT Ambassadors  FFA and Member Federation to use Ambassadors, HAL, Women's or Youth league players to attend Sport CONNECT programs and events			In Progress  Ongoing	The use of a high profile Socceroo and Matilda players as ambassadors will assist in the promotion of Sport CONNECT on websites and in publications. Players may be available to attend Sport CONNECT events and programs.
<b>5. Pathways</b>					
5.1 Inclusion of Australian Disability teams in the FFA High Performance National calendar	Inclusion of Mens Paralympic (CP) team in FFA High Performance National calendar	Yes			FFA continue to provide ongoing support
5.2 Enhance participation opportunities	Provide assistance and support to stakeholders conducting activity for participants with a disability			Ongoing	This assistance may be anything from coaching, expertise, selectors, equipment, promotion or a player appearance
5.3 Identify and document existing pathways for participants with a disability	This should take into consideration both participants at;  Game Development – Participation player, coach, referee opportunities  Talented Player Development – Talented player, coach, referee and team opportunities and competition pathways			In Progress	Research all stakeholders to identify the pathways for participants with a disability including participation opportunities to elite competitions

5.4 Develop and strengthen new and existing pathways for participants with a disability	<p>Work with stakeholders to strengthen existing pathways for participants with a disability</p> <p>Work with stakeholders to develop new pathways to cater for participants with a disability</p>			<p>In Progress</p> <p>In Progress</p>	Work with stakeholders to determine and address gaps or areas of need in the pathways for participants with a disability
5.5 Promote pathways for people with a disability	Make participants with a disability aware of the relevant pathways available to them at all levels of the game			In Progress	Use stakeholders channels of communication and networks to promote directly to participants