



NSW Hang Gliding and Paragliding Association. (NSWHPA)

Inclusion Policy

**Website: <http://www.nswhpa.org/> Policies
developed by NSWHPA Committee 22/23**

Date of policy: June 2023

Due for review: June 2025



Our Commitment

Our association is committed to promoting an inclusion environment for participation. Social inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated. This policy provides the NSW Hang Gliding and Paragliding Association's (NSWHPA) position on the inclusion of all people. The NSWHPA is the NSW Branch of the Sports Aviation Federation of Australia (SAFA). Participants in all forms of sports aviation are governed by the rules and regulations of the SAFA which are outlined in the SAFA Operations manual. These rules require that pilots must be 15 years of age.

All forms of sports aviation include:

- Motorised Hang Gliding (PHG)
- Hang Gliding (HG)
- Powered Paragliding (PPG)
- Paragliding (PG) and
- Weightshift Microlighting (WM aka Trikes)

Sport can play a powerful role in:

- Contributing to the development of healthier communities and individuals
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

It is important that NSWHPA takes an active leadership role in supporting and encouraging diverse participation in all aspects of sports aviation, including in teaching/instructing, officiating and administrative roles.



Principles

This policy is based on:

- Inclusion principles - access, participation and support
- Essence of Australian Sport principles - fair play, respect, responsibility and safety
- Requirements under anti-discrimination and equal opportunity laws

This policy promotes:

- Social and community values
- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (in line with NSWHPA Codes of Conduct and SAFA Rules & Regulations)
- Equal opportunity and a fair go for all members

Policy Coverage

This policy covers all NSWHPA areas of authority and applies to everyone involved in the activities of NSWHPA including committee staff, volunteers, players, instructors, administrators, parents and stakeholders.



Purpose

The purpose of this policy is to help NSWHPA take action to promote inclusion and prevent and manage problems associated with discrimination within sports aviation. Our aim is to provide an environment where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

Position Statement

NSWHPA embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focussed approach to actively encouraging and supporting the inclusion of, people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of our sport. Our approach will be meaningful to each individual and equitable to all participants involved in of sports aviation.



What we will do

NSWHPA has adopted the following strategies to ensure its commitment to being an inclusive organisation. NSWHPA will:

- Actively identify and reduce barriers to participation for minority and under-represented populations.
- Consult with the community groups, affiliates and make strong relationships with other organisation to facilitate inclusive practices and remove barriers to participation.
- Ensure minority populations are given the opportunity to participate in all aspect of sports aviation.
- Provide opportunities for all in training, instructing, officiating and leadership positions.
- Continue to provide Member Protection training for NSWHPA members.
- Review processes for recruitment onto NSWHPA subcommittees, boards, paid position, volunteer positions.
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

Related Policies

This Inclusion Policy should be read in conjunction with the SAFA Member Protection Policy - Provides the position on harassment, discrimination, child protection. It outlines the legal and ethical rights and responsibilities of those involved in our sport. In addition it provides the procedure for dealing with complaints that may relate to this Inclusion policy.

Code of Behaviour - Outlines the behaviour expected and required by NSWHPA members.