



INCLUSION AND DIVERSITY POLICY

POLICY STATEMENT

Pony Club WA supports the principles of inclusion and diversity whereby people of all abilities are valued and included in all aspects of the Pony Club WA and its clubs throughout Western Australia.

All people have a right to the same opportunities for participation, acceptance and belonging regardless of gender, age, socio-economic status, race, language, beliefs, additional needs, family structure or lifestyle.

All members, coaches, volunteers and visitors are to be treated with respect, and appreciated as individuals with unique abilities, skills and knowledge.

Pony Club WA recognises and values the differences and similarities that exist in members, coaches and the community and does not tolerate behaviours, language or practices that label, stereotype or demean others.

RATIONALE

The purpose of this Inclusion and Diversity Policy is to:

- ensure that all people: - including members, coaches and volunteers are treated equitably and with mutual respect;
- reduce bias and prejudice;
- develop a range of practices and guidelines that actively counteract bias or prejudice; and
- promote inclusive practices;
- encourage all people: - including members, coaches, and volunteers to communicate respectfully and fairly.

STRATEGIES

In order to assess whether this policy has achieved its purpose, Pony Club WA will monitor feedback received from members, coaches, volunteers and committees.

Pony Club WA will review this Inclusion and Diversity Policy every 2 years.

This policy is applicable to all people that associates, directly or indirectly with Pony Club WA.

Pony Club WA has adopted the following strategies and practices to reflect its commitment to be an inclusive organisation.

- Pony Club WA clubs will assist with processes that facilitate the inclusion of any member with any additional needs.
- Where applicable, clubs may consider providing information in other languages to assist members who are from culturally and linguistically diverse backgrounds.

Pony Club WA will support the diverse needs of all people in all aspects of its operation.

SPECIFIC PRACTICES AND PROCEDURES

Pony Club WA acknowledges and respects differences and similarities and seeks to ensure that everyone's experience within the association is relevant and meaningful.

We aim to create an environment where people of different backgrounds are considered equal to others and their culture and lifestyle is acknowledged and respected.

In order to give effect to this policy, Pony Club WA will:

- interact with all people equitably and respectfully;
- use language that promotes equity;
- encourage empathy and fairness towards others;
- challenge stereotypes that promote prejudicial and biased behaviours and practices;
- counteract biased or prejudicial behaviour and practices;
- avoid making comparisons between people;
- use their diverse life experiences to contribute to and enhance the Pony Club experience for others;
- support and encourage people to be fair and respectful of others;
- communicate openly with all people;
- assist to develop Pony Club's resources to support diversity, equity and inclusive practices;
- assist members with additional needs to develop autonomy, independence, competency, confidence and pride;
- encourage and support the participation of members in everything Pony Club;
- discuss with members how special occasions can be celebrated within Pony Club in a meaningful and respectful way;
- provide resources that are non-gender bias and reflect diversity;
- support the first language of members;

Approval Date: 3rd May 2018

Review Date: May 2021