



## **DISABILITY ACTION PLAN**

### **Introduction**

Adaptive Climbing Victoria (ACV), founded in 2018 as a subcommittee of Sport Climbing Victoria, aims to be the go-to body for adaptive climbing experiential expertise in Victoria.

- **Mission** - Redefining attitude through altitude - empowering the individual through inclusive climbing experiences, illustrates our overarching aims to bring inclusivity to the broader climbing community, to promote opportunities for adaptive climbing as a sport and recreation, and to educate the Victorian climbing community on adaptive climbing. This Disability Action Plan will identify, promote and foster development of inclusive and healthy lifestyles and behaviours within the climbing community.
- **Value** - We strive to deliver high standards of performance in all aspects of our work. We, the climbing community, have an unwavering commitment to operate in a manner that is ethical, trustworthy, respectful and responsible.
- **Vision** - To be the leading Australian provider and educational construct for adaptive climbing, enhancing lives and advocating for inclusion.

### **Background:**

The work of ACV is founded on the underlying principles of the Disability Discrimination Act of 1992 that all Persons with a Disability have the same rights to access and participate in sport and recreation activities as the rest of the community. Despite this, these individuals continue to experience restrictions on their participation, and historically participate at lower rates when compared to the general population. For example, a 2012 Australian survey highlighted that for individuals with a disability aged 15-65 years, only 20% had participated in sport in the past 12 months (1). With 1 in 5 Australians (2) estimated to have a disability, it is critical that we begin to address these disparities in participation.



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### **Barriers to Participation**

Barriers to participation in sport, including climbing, have been identified as including;

- A lack of awareness on how to involve people with disability in sport;
- Lack of opportunities and programmes for training and competition;
- Lack of coaching awareness and confidence;
- Limited number of accessible facilities; and
- Limited information on and access to available resources (3).

working to overcome these barriers by providing opportunities for those with a disability to participate in adaptive climbing. This is achieved by working closely with local gyms to share information and training to facilitate adaptive climbing, utilising member networks to educate the climbing community about accessible climbing, and modifying and adapting the activity of rock climbing to support adaptive climbers, by providing support, additional assistance, or specialised equipment.

ACV is

### **Benefits of Participation in Sport**

Adults with a disability typically have poorer health outcomes, with approximately 42% rating their health as poor or fair compared with 7% of adults without a disability (2). Not only are adults with a disability at higher risk of obesity, which can lead to an increased risk of developing chronic disease, but they also report significantly higher levels of psychological distress compared to adults without a disability (2).

Physical activity, through sport and recreational activities is an important way for individuals with a disability to minimise these risks. ACV is working to minimise these risks by encouraging individuals to engage in rock climbing, with potential benefits to participants including enhanced self-perception through successful personal achievement experiences; and reductions in stress, pain, and depression. By engaging and providing educational opportunities to members of the local climbing community we are also working to reduce the stigmatisation and negative stereotyping of individuals with a disability and increasing social integration and friendships within the adaptive and general climbing communities.

To date, our 'Come and Try' days have had the following reach within both the climbing and broader community:

- Engagement of one local climbing gym in facilitating running the events;
- Participation across five events since early 2019 with up to 15 adaptive climbers per event, including some repeat attendees;



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- Over 38 participant sign-ups across event series commencing in early 2019
- One outdoor amputee-specific climbing day held in conjunction with Melbourne Climbing School
- Over 84 volunteers engaging in supporting our Come and Try days over 2019 / 2020 and undertaking training
- Our volunteers included
  - Both recreational climbers and high level athletes
  - Gym owners and staff
  - Climbers in disability sector work
  - Parents and support staff
  - State Sporting Association (Sport Climbing Victoria) board members

### **Current state of adaptive climbing in Victoria**

ACV is the only Adaptive Climbing representative group in existence in Victoria at the time of writing. Our Come-and-Try events are run in parallel with volunteer training sessions aiming to upskill the broader climbing community in disability awareness and adaptive techniques. Developing a volunteer network has created opportunities for casual and recreational climbing partnerships between differently abled and non-disabled people and is fostering a growing community. In conjunction with the Paraclimbing Subcommittee of the National Sporting Organisation, Sport Climbing Australia, we ran a National Paraclimbing Team training camp in 2019 with an open invitation to interested climbers. This contributed to a record five climbers participating in the 2019 State Lead Titles Paraclimbing category. The development of pathways to both recreational climbing and competition, as well as development of the skills and awareness of the current climbing workforce and community, falls within Sport Climbing Victoria's strategic plan and commitment to diversity and inclusion.

In June of 2020, we became the proud recipient of the VicHealth Active Clubs Grant with This Girl Can funding. These funds will be allocated to equipment aimed to increase our capacity to accept increased participant numbers at our events, as well as to projects promoting and supporting womxn in adaptive climbing.

While ACV remains limited by a lack of facility, funding and administration, it aims to further develop its governance and financial capacity as it grows as a progressive and emerging group. In doing so this will allow ACV to continue to build on its



contribution to promoting inclusion and creating opportunities for participation within the broader community, as well as Sport Climbing Victoria's workforce development and athlete pathways.

This Disability Action Plan will be implemented in a manner consistent with State and Federal COVID-19 restrictions, requirements and guidelines.

**Key performance areas**

Strategic direction 1: Governance			
Goal	Actions	Timeframe	Outcome measurement
Capacity Building of Subcommittee Members	<p>Development of role descriptions for subcommittee members</p> <p>Development of robust governance structure that is resilient to changes in subcommittee (i.e. succession planning)</p> <p>Work with SSA to provide upskilling to subcommittee members</p> <p>Maintain compliance with all Sport Climbing Victoria policies including Child Safe Policy</p>	Development expected to take approx. 12 month, with revision or roles/responsibilities, governance structure and upskilling to be ongoing processes	<p>Role descriptions developed</p> <p>Development of governance structure</p> <p>Training of subcommittee members (e.g. governance, leadership, Child Safety, project management and development, volunteer coordination)</p>



<p>Representation of adaptive climbers on subcommittee</p>	<p>Connecting with adaptive community and Identifying pathways for contribution to subcommittee</p> <p>Increasing awareness of ACV subcommittee through participation in come and try days.</p>	<p>Initial process to be rolled out across 6 months, with ongoing commitment to identifying collaboration opportunities</p>	<p>Advertised pathways for contribution on web page, social media and presentation at come and try days</p> <p>Published expectations for 50% subcommittee attendance at events</p> <p>Achieve 50% representation of adaptive climbers on subcommittee</p>
<p>Maintain and utilize relationships with stakeholders and partners</p>	<p>Identify stakeholders and partners</p> <p>Maintain current list of stakeholders and partners</p>	<p>Identification of stakeholders is ongoing</p> <p>Ongoing</p>	<p>Development of current list of stakeholders and partners</p> <p>Successful email communication with all stakeholders and partners on minimum yearly basis</p>



**Strategic direction 2: Workforce development / education**

<b>Goal</b>	<b>Actions</b>	<b>Timeframe</b>	<b>Outcome measurement</b>
To educate the current climbing community on inclusion and adaptive climbing techniques, including commercial gyms and coaches	<p>Develop volunteer educational modules (including what it means to work with an adaptive climber and skill-based learning)</p> <p>Hold quarterly educational / training events in keeping with COVID-19 restrictions</p>	<p>First modules (existing knowledge) to be developed within 12 months</p> <p>Ongoing development of modules as required</p> <p>Ongoing</p>	<p>Audit of volunteer training content</p> <p>Completion of 2 volunteer training modules</p> <p>Hold 4 x educational / training events held in 2021</p>
Develop method of monitoring volunteer database	Development of database that tracks volunteer skills/experience	6 months	<p>Creation of database</p> <p>Evaluation and Feedback</p> <p>Volunteer engagement numbers</p>
Promotion of events and inclusion to broader climbing community	<p>Develop social media strategy</p> <p>Develop pathways for commercial operator involvement and circulate to commercial operators</p>	<p>6 months</p> <p>9 months</p>	<p>Engagement with commercial operators including sharing of pathways for involvement</p> <p>Social media strategy upheld</p> <p>Social media insights + engagement</p>



Continue to upskill subcommittee in adaptive climbing techniques in order to promote knowledge translation	Identify and apply for funding opportunities for an international expert to run an Adaptive Climbing course in Melbourne	Within 3 years	Successful grant application
	Deliver said course to Climbing workforce and key stakeholders	Within 3 years	Successful engagement with expert
	Plan for knowledge translation to broader community	Within 3 years	Successful delivery of course
			Development of knowledge translation plan

**Strategic direction 3: Pathways to participation**

<b>Goal</b>	<b>Actions</b>	<b>Timeframe</b>	<b>Outcome measurement</b>
To conduct outreach to the current community of differently abled people (including to promote events)	Development and implementation of ACV Social Media policy, cross group promotion and promotional avenues	Social media policy: 6 months. Other actions: ongoing pending events schedule	Development and implementation of ACV Social Media Policy  Social media engagement  Increased percentage of new participants at quarterly events



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	To communicate and partner with existing bodies e.g. Blind Sports Vic / Aus, Cerebral Palsy League, Lions Clubs, Ossur Australia, local councils etc.	12 months	Documented communication with stakeholder and partner list  ACV engagement in external events
Develop plans for outdoor climbing opportunities	Develop event plan including risk assessment and costings  Develop relationships with outdoor commercial operators and local councils / outdoor bodies	6 - 12 months (and pending COVID-19 restrictions and access limitations)  6-12 months	Successful development of one-page proposal for outdoor event  Development of current list of stakeholders and partners  Successful email communication with all stakeholders and partners on minimum yearly basis
Develop pathways for both recreational and competitive involvement in adaptive climbing / Paraclimbing	Engage coaches and Paraclimbing athletes to attend and present at events  Incorporate Paraclimbing categories into all SCV events including advising SCV re: Paraclimbing categories for all events	9 months  12 months	Official collaboration made with professionals and athletes  Participation / enrollment in Paraclimbing categories of events



	Develop consultation process between head route setters and ACV members prior to planning of competition setting	6 months	Written procedure for consultative process
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#### Strategic direction 4: Events

Goal	Actions	Timeframe	Outcome measurement
To hold quarterly events through 2021	Provision of quarterly Adaptive Climbing event	15 months	Provision of 4 x events in 2021
	Engage in event promotion	Minimum 2 months prior to each event	

#### Strategic direction 5: Financial / sponsorship

Goal	Actions	Timeframe	Outcome measurement
To gain sponsorship and seek funding from within and beyond the climbing industry	Identify sponsorship and grant opportunities	24 months	Successful sponsorship engagement
	Apply to meet with potential partners and supporters	24 months	Successful meeting with key investors with documentation of discussion and progressive dialogue



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<p>To apply for relevant grants</p>	<p>Identify grant opportunities and develop spreadsheet for opportunities (including deadlines)</p> <p>Develop grant applications in collaboration with subcommittee and SCV</p>	<p>April 2021</p> <p>Ongoing linked to availability of grants</p>	<p>Developed electronic database listing relevant grant opportunities</p> <p>Successful grant application/s</p>
<p>Fundraising</p>	<p>Develop fundraising strategy</p>	<p>12 months</p>	<p>Development of fundraising strategy</p>
<p>Marketing and Unified brand promotional materials</p>	<p>Development of a branding/style guidelines in conjunction with SCV</p> <p>Identify funding opportunities for marketing/promo materials Identify non-financial avenues for marketing / promotional materials</p> <p>Development of promotional materials</p> <p>Social media marketing</p>	<p>12 months (in line with role development)</p> <p>12 months</p> <p>8-10 months</p> <p>12-18 months pending funding opportunities</p> <p>12 months</p>	<p>Have guidelines for unified branding/posting</p> <p>Database of potential providers As above</p> <p>Suite of promotional materials</p> <p>Funds available for paid promotion/posts</p>



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**Closing statement:**

This Disability Action Plan guides and details our foci and activities for the next three years, and creates pathways for future development of the Adaptive Climbing Victoria subcommittee of Sport Climbing Victoria. This plan aims to ensure inclusion in all aspects of Sport Climbing Victoria's activities and to promote inclusive climbing and awareness thereof in the broader climbing community. We strive to exemplify community engagement and implementation of a robust and sustainable delivery model that can be translated to other state climbing associations and bodies, with the ultimate goal of promoting and facilitating opportunity for engagement in adaptive climbing as both a sport and a recreation.

Recommendations to Sport Climbing Victoria include representation of Adaptive and / or Paraclimbers on the Board of Directors and consultation with the Adaptive Climbing Subcommittee on all event plans from initial development stages. This promotes equitable access and consideration of diverse abilities and needs at all levels of participation.

Reference:

- (1) <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia-in-brief/contents/about-people-with-disability-in-australia-in-brief>.
- (2) <https://www.cdc.gov/ncbddd/disabilityandhealth/pa.html>