

**Policy for event participants with a physical disability**

**FOR**

**Irish Language Run from 11<sup>th</sup> March 2018 – 17<sup>th</sup> March 2018**

**VERSION 1.0**

**RITH 2018**

6 Sráid Fhearcair  
Baile Átha Cliath 2

## **Contents**

Policy Statement .....	3
Purpose of the policy .....	3
Definition of Disability .....	3
The Act .....	4
Participants Requirements .....	4
Implementation of the policy.....	5
Health and Safety Statement .....	5

## **Policy Statement**

Rith is committed to providing equality of opportunity to people with disabilities in all aspects of the run as well as the events associated with Rith. Rith recognises that the equitable treatment of people with a disability is a fundamental human right and it takes a pro-active approach to people with a disability. To better enable disabled people to participate in our event, Rith have adopted a policy for the 2018 event such that participants that have a physical disability or impairment must pre-register to take part in the event.

Pre-registering with the Rith organising team, will guarantee that a member of our team will contact disabled persons in advance of the event, to discuss their needs and requirements and, to enable them to safely take part in the Rith event. This will allow participants to review the course and assess its suitability. For example a wheelchair user may want to avoid very steep climbs or descents as they maybe unable to climb them or they may be dangerous on descent, or in the case of visually impaired runners, the course must be wide enough to allow sufficient space for other runners to pass those who may have a guide dog running along side them. It will also allow Rith organisers to undertake a review of the accessibility of facilities available to the disabled person such as car parking, toilets, changing facilities, access to buildings.

This Policy statement on disability relates to staff, volunteers and members of the public interested in participating in Rith.

## **Purpose of the policy**

The purpose of this policy is to provide a clear statement in relation to people with disabilities as well as providing guidance in relation to their participation in Rith. We recognise that disabled people face many barriers when participating in sport and recreational activities, and through our policy we would like to ensure that such barriers are removed and that people with disabilities are not at any substantial disadvantage compared with those who do not have a disability.

## **Definition of Disability**

It is important to realise that it is not only people with physical disabilities that fall within the definition of people who are disabled. Some disabilities are obvious (e.g. in the case of wheelchair users), others are not readily apparent e.g. epilepsy or mental health). The term ‘disability’ can cover a wide range of circumstances including visual impairment, hearing defects, physical disability, specific learning disabilities and mental health difficulties.

The following is a list of disabilities that are covered by the terms of the Employment Equality Act, however this is not a comprehensive listing of possible conditions.

- (a) Physical Disability (e.g. disability affecting mobility/co-ordination)
- (b) Chronic illness (e.g. heart condition, bronchitis)
- (c) Sensory Disability (Visual or hearing impairment)
- (d) Blood disorders (haemophilia, chronic anemia)
- (e) Mental health difficulty (e.g. schizophrenia)
- (f) Emotional Health Difficulty (e.g. depression phobias)
- (g) Severe or specific Learning Difficulty (intellectual/mental handicap)
- (h) Drug/Alcohol Dependency

- (i) Other e.g. diabetes, dyslexia, epilepsy, problems with digestion, skin complaints, severe asthma, acute back pain, arthritis or rheumatism, severe allergies, other progressive illnesses (incl. cancers, MS etc.)

## **The Act**

*The Disability Act 2005 defines “ disability in relation to a person, means a substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment”.*

*Under the Disability Discrimination Act of 1995 and 2005, it is unlawful to treat disabled athletes less favourably and Rith organisers are willing to make reasonable adjustments to enable disabled people to participate in their event.*

## **Reasonable Adjustments**

Reasonable adjustments will be made to overcome any undue physical barriers to access if required, unless they are sufficiently drastic as to change the nature of the event.

## **Participants Requirements**

- Participants with a visual impairment will need to be supported by a guide. Guides must be identified in advance and must wear some visible or warning clothing to identify them to other runners. Guide dogs will be permitted if the organising team has been pre-notified.
- Diagrams and/or written pre-race information for participants who are hearing-impaired will be provided prior to the run.
- Participants who use a wheelchair must take responsibility for ensuring that the wheelchair is fit for purpose to participate in the event and for any maintenance required during the event. Rith organisers will not be responsible for inspecting the condition of wheelchairs.
- Participants using a wheelchair who need to be pushed by another person must provide their own assistant. Assistants must be identified in advance and must wear some visible or warning clothing to identify them to other runners.

## **Implementation of the policy**

All Rith members/staff have a role in ensuring that they adhere to the provisions of the policy. Staff have a responsibility to make themselves familiar with the procedures in this policy and to treat their disabled colleagues and race participants with the same dignity and respect that should be properly accorded to other colleagues, and race participants.

Rith member and Staff must

- (a) Familiarise themselves with this Policy
- (b) Be mindful of any special needs expressed by disabled staff/participants.
- (c) Intervene in any instance where discriminatory behaviour is observed or brought to their attention

## **Health and Safety Statement**

This policy is integral to the overall management of the health and safety of all staff, volunteers and members of the public involved in Rith, it is not a standalone document and it should be read in conjunction with our Health and Safety Statement. Any decision to exclude a disabled athlete from the event will be justified on the basis of fact, and will be supported by evidence, such as a risk assessment.