

## **IPACS Benchmark Guidelines**

**Updated 10 May 2022, version 2**

### **IPACS Benchmark D10 – The organisation dedicates appropriate resources to inclusive sport, including disciplines for those with a disability**

#### Definitions

- Inclusive sport – sport activity that is proactively designed through the organisation's behaviour, actions and decision-making to enable people with different backgrounds, characteristics and identities to participate and feel valued; in some cases there may be different organisations responsible specifically for one or more disability disciplines in a sport

See also the forthcoming IPACS sections on sustainability and human rights in relation to the Benchmark

#### Introduction to this Benchmark and its significance

- Involvement in sport can generate benefits for the whole of society and bring people together; it is unjust if certain people are excluded through no fault of their own
- Sport organisations that succeed in being inclusive have a larger potential market because they can reach a wider audience; they are also more likely to be successful in attracting and retaining good people in voluntary and employed roles
- For sports organisations that have a mission to develop community sport, dedicating resources to inclusive sport is essential to achieving their objectives

#### Commentary on the action to be taken

- In its behaviours, actions and decision-making, the organisation should seek to enable people with different backgrounds, characteristics and identities to participate and feel valued
- The organisation should make a public commitment to inclusive sport
- The organisation should consider the potential impact on different groups in making decisions
- If it has the authority to do so, the organisation should allocate appropriate human and/or financial resources to the disability discipline(s) in the sport, or else co-operate formally with the body that is responsible
- The organisation should set targets and monitor progress towards becoming more inclusive, including in sports participation, employment, coaching and its leadership
- The organisation should seek any appropriate accreditations that are available (e.g. national programmes regarding inclusion of people with a disability)
- See also Recommendations B4 (whistleblower reporting), C9 (equality and diversity), D5 (social responsibility) and D9 (anti-discrimination)

Investment requirement – there are limited costs associated with the initial strategic commitment to inclusive sport and in the implementation of measures to make sports more inclusive

#### Guidance by stage of organisation

##### **Early stage**

- The organisation's leadership makes a public commitment to inclusive sport
- In its behaviours, actions and decision-making, the organisation seeks to enable people with different backgrounds, characteristics and identities to participate and feel valued
- The organisation considers the potential impact on different groups in society in making decisions; such "groups" to consider might include lower-income participants in the sport, residents in a local area, elite female athletes and so on
- If it has the authority to do so, the organisation allocates appropriate human and/or financial resources to the disability discipline(s), or the organisation co-operates actively with the body responsible for the disability discipline(s) in the sport(s)

#### Developing

- The organisation explains its approach to inclusive sport in its strategy
- The organisation monitors involvement and participation by different groups in society, including in sports participation, employment, coaching and its leadership
- The organisation has a committee and executive support to govern the disability discipline(s), or the organisation has a formal agreement in place with the responsible body

#### Advanced

- The organisation has an action plan for becoming more inclusive and reports on progress towards objectives, seeking to improve
- The organisation achieves appropriate accreditations that may be available (e.g. national programmes regarding inclusion of people with a disability)
- The organisation integrates the governance of the disability discipline(s) through multiple departments, or the organisation provides resources to the responsible body

## Good practice examples

International Sports Organisations (from 2020) – disability sport specifically

- ITF - Wheelchair tennis is fully integrated within the ITF structure and there is a [professional tour](#)
- ITTF - There is a full-time employee working on [Para Table Tennis](#) and development work is led by the High Performance and Development department
- ITU - There is a department dedicated to [Paratriathlon](#) and a Paratriathlon Committee. Activity is extensive
- WCF – Annual World Wheelchair Curling Championships and other events take place – the disability sport is integrated throughout the organisation. Wheelchair Curling is incorporated in [the rules of the sport](#)
- International Paralympic Committee – [Diversity and Inclusion Policy](#)

Overall standard among International Federations:

- 19 out of 31 members of ASOIF provided integrated support for the Paralympic/disability discipline(s) through multiple departments, or provided resources to the organisation responsible

National Olympic and Paralympic Committees

- German Olympic Sports Confederation (DOSB): [Conference on sexual and gender diversity in sport](#)
- Canadian Paralympic Committee: [Detailed information on diversity and inclusion](#)

National Federations

- Finnish Ice Hockey Association: [Special Hockey for players with a disability](#)

## Selected references

- [ASOIF GTF Questionnaire 2019-20, Indicator 5.10](#)
- SIGGS: [Principle 4 – Democracy, Participation and Inclusivity, indicator 10 and Roadmap Principle 4, Headline 4.5](#)  
“How does your organisation approach diversity, inclusion and non-discrimination?”
- [Olympic Charter](#), Fundamental Principle of Olympism 4:  
“The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.”
- Geeraert, A. (2018). [Sports Governance Observer 2018](#). An assessment of good governance in five international sports federations. Aarhus: Play the Game / Danish Institute for Sports Studies, p.11-15: Principle 48: The organisation implements a policy on social inclusion through sport.

ASOIF indicator 5.10 – scoring definitions used in the 2019-20 assessment

- 0 – No
- 1 - IF provides some limited support to the organisation responsible for the Paralympic/disability discipline(s) in the sport
- 2 - IF has a committee and some staff support to oversee the Paralympic/disability discipline(s), or IF has a formal agreement in place with the responsible organisation
- 3 - IF support for Paralympic/disability discipline(s) integrated through multiple departments (or support for another organisation) with appropriate resources
- 4 - IF provides state of the art support for Paralympic/disability discipline(s) integrated through all relevant departments with appropriate resources