



## **Minutes of the Disability Awareness Committee**

**October 26<sup>th</sup> 2020 by Zoom Conferencing**

**In attendance:** Marc Scott (MSc) Chairman, Eilish Ward (EW) ANI Independent Director,  
John Ranson (JR) - LCAC, Secretary of the Committee.

**Apologises for absence:** Stephen McCormick (SMcC).

The meeting was opened by MSc and would be conducted on a selective agenda due to the absence of the fourth committee member. This was agreed.

The minutes of the last scheduled meeting (April 18<sup>th</sup> 2019) were not on the agenda for passing and/or amendments. Two principal members – MSc and JR were the only remaining members from the meeting.

### **Change of Committee title**

It was agreed to change the name of the Committee to the Disability & Inclusion Committee. The discussion was based on the suggestion from EW to reflect the inclusion of minorities etc.

### **Terms of Reference (ToR)**

The audited version was discussed at length. The following points were relevant to the discussion.

- Within the ToR the term 'Inclusion' would be inserted as appropriate
- The committee would be proactive to matters relating to Disability Awareness. The ToR Inclusion would reflect the recognition of gender (e.g. female) and other minorities under the AGB Equality & Diversity Policy (Eq&DP) and included in the ANI Articles of Association
- The Committee under its ToR would be a focal point for 'complaint' by anyone who considers discrimination under the Eq&DP minorities section. In matters of 'discrimination', the committee would be reactive, note the complaint and pass it to the relevant authority to deal with and adjudicate.
- The addition of the Female Sport Forum to be added to the Stakeholder engagement.

### **Audit of Gender - Deliverables**

The breakdown of gender (male and female) throughout the sport would be sought from the following ANI forums:-

- Membership – Senior and Junior members
- Coaches –
- Judges
- Disability

### **Inclusion Committee Remit document – already circulated**

The remit of the committee based on the ToR would be launched at the 2020 Annual General Meeting by the Chairman. All clubs would be circulated with the document as a reference to the existence and work of the committee. **Msc** to action for the ANI AGM on November 25th

### **Relevant documents tidying**

**ALL** documents would be tidied up to ensure the ‘inclusion’ element is included.

### **Advertising**

MSc suggested the committee should advert to the ‘outside’ for members to serve. It was agreed to proceed with this.

### **Disability Awareness and Inclusion Presentation – Disability Sport Northern Ireland (DSNI)**

**JR** asked when the committee envisaged the presentation could be scheduled for launch. It was agreed to set a target date of January latest February 2021.

DSNI (Mark Montgomery) would be contacted in due course regarding costs etc for DSNI as the principle delivery vehicle. The launch date, invitees etc to be brought forward to the next meeting.

All coaches, administrators, judges etc would be included. (Take Aim summary November 2019)

### **November 30<sup>th</sup> meeting:-**

The following documents would be held over until the next committee meeting:-

- Classification and Self Declaration for Competition
- Club Constitution ‘Form of Words’ insertion

EW felt the Resumption to Shooting document was not necessary at this stage as the Covid-19 restrictions were changing week on week (month on month). It was agreed the document would be filed for future reference.

### **ANI Coaching and Performance Directors**

It was agreed to invite the above Directors (together or singly) to meet the committee as required.

## **Strategy and Development going forward**

**JR** advised an updated strategy and development documents were in work. The Strategy for Inclusion (StIn) (2021-2026) and Development Plan for Disability Inclusion (Din) from September 2021-forward.

## **Committee meeting schedule**

The committee would meet bi-monthly or as decided at each meeting. The ANI Board Secretary would be asked to advise the committee of the Board schedule for 2021 with a view to permit the committee to schedule its meetings. This would be posted to the ANI website and forums.

**The date of the next meeting would be 30<sup>th</sup> November 2020.**

This being all the business the meeting closed at 19.45.

John Ranson

Committee Secretary