



## **ARCHERY NORTHERN IRELAND INCLUSION COMMITTEE**

Minutes of Committee meeting date January 11<sup>th</sup>, 2021 at 6.30pm

By Zoom Video Conferencing

**In Attendance :** Marc Scott, ANI Chair (MSc), Eilish Ward (EW), ANI Independent Director, John Ranson (JR) (LCAC), Hon Secretary

**Apologises for absence :** none

(Note: MSc to contact Stephen McCormick)

The minutes of the meeting dated October 26<sup>th</sup>, 2020 were passed without any amendments

### **Matters arising:**

Items held over from the October 26<sup>th</sup> meeting.

#### **1. Classification**

JR explained the contents of the circulated document. There were two distinct forms of classification –

- (1) **Formal Classification** – for archers competing at World Archery international events
- (2) **Self-Declaration** – targeting club, regional participation by those archers with a disability/impairment NOT classified under that required for international representative competition.

Anyone involved in archery with a disability can request formal classification, however, they must understand and acknowledge does their status (development potential) warrant it.

After a positive discussion it was agreed to recommend the contents of the presented document, in an edited form, to the ANI Board of Directors at their January 18<sup>th</sup> 2021 meeting for approval. **The main recommendation** is to accept **self-declaration** (below) as a starting format for competition at club and regional level to encourage and categorise participation.

**JR** to prepare the document for Board approval both at Board and committee level.

## **2. Club Constitution – a form of words**

Following a discussion the committee agreed to recommend example two to the Board for approval, which is -

**‘Membership is open to all and no application for membership will be refused other than on reasonable grounds. There will be no discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, political or other opinion.’**

The committee recognises the insertion into club constitutions will require either an EGM or an AGM and under the present Covid-19 lockdown restrictions curtailing club activity this will prove difficult. However, in the interim, clubs will be encouraged to ensure the inclusion of the ‘form of words’ is included in any club media/written advertising/marketing and within their Club Strategic Plan. When appropriate on the resumption of club activity can be put forward for inclusion in the club Constitutions. All clubs should engage to reflect the wording within the Archery Northern Ireland Articles of Association and the AGB Equality & Diversity Policy adopted by the sport here in NI..

## **3. Launch of DSNI/ANI Disability Inclusion Awareness**

It was agreed to advise the Board the committee would seek to roll-out the above as soon as possible with a timeline for commencement of March/April 2021. The method to do so will be decided in harness with DSNI.

The intervening period to our March 2021 meeting would permit contact with Disability Sport NI (DSNI) to ascertain their diary commitments, discuss costs etc. **JR** to action this.

As an integral part of the process the committee will draw up a schedule of education invites to ANI administrators, volunteers, coaches, judges etc., to the presentation.

In an effort to maintain momentum to meet the timeline, information received from DSNI can be forwarded, between meetings, to each committee member for their records.

## **4. Terms of Reference (ToR) and Synopsis for Clubs**

It was agreed to send the following synopsis (as set out below) to the Board along with the full audited version of Terms of Reference for approval at their January 18<sup>th</sup> 2021 meeting.

**JR** to audit the synopsis for Board approval and once ratified forwarded on by the ANI Board Secretary to each affiliated club..

The full version can, once approved by the Board, be made available to any ANI member on request.

## **5. Selective Audit of Gender breakdown within ANI**

**JR** presented the breakdown of the targeted areas within the ANI fraternity, It was purely as an exercise for record purposes. The contents can be used in the approach to external funding bodies. It was agreed to approach the Board to broaden the census in the form of a questionnaire to existing as well as new members. The membership Director would be approached to consider this. **MSc** to action.

## **6. Inclusion committee meeting schedule**

It was agreed to schedule our meetings (bi-monthly) two weeks prior to the scheduled Board meetings. By doing so preparation time for reports etc., would be facilitated.

Our next committee meeting to bring it into line would be Monday, March 1<sup>st</sup>, with the Board scheduled meeting being Monday, March 15<sup>th</sup>.

**JR** to draw up the schedule for the next committee meeting.

## **7. Disability Sport Northern Ireland Inclusive Sport and Club Awards**

**JR** reported these awards would be established in harmony with DSNI. **MSc** requested the Inclusive Sport Award be prioritised at the next committee meeting. **EW** suggested and it was agreed further contact should be made with DSNI to gain information and to endeavour to form a working partnership with DSNI.

**MSc** to email the formal request to Elaine Reid Pathway Manager of DSNI.

**JR** to action and form a discussion document for our next meeting..

The Inclusive Club Award would follow on sequentially once we establish our working partnership. The timeline 2021 for the Inclusive Sport Award and for the Inclusive Club Award 2022.

## **8. Timelines for Disability within the Strategic Plan**

It was acknowledged due to TAKE AIM (the ANI Strategic Plan) being made available in November 2020, any timelines prior to this would be adjusted as realistic within the Inclusion Disability Development Plan.

## **8. New Committee members**

**MSc** advised the receipt of an email from a mother of a member with SEN. The lady alluded to having contacts with schools through the company she worked for. The mother offered

those services to the sport via the committee. MSc would contact and invite her to the next committee meeting as an independent member. EW and JR to be advised on progress.

#### **9. Equality Development Progress**

**EW** presented a verbal update on the progress thus far regarding Equality matters for the sport. She recommended starting with the Foundation Level would result in the sport establishing and implementing a Policy for Equality. EW will continue to prepare and report to the next committee meeting on progress.

#### **10. Date of the next meeting**

Monday March 1<sup>st</sup> 2021. The time and method to be advised in due course.

This being all the business the meeting closed at 19.55