



Archery Australia

High-Performance Athlete Carer and Disability Support Policy

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Introduction

Archery Australia (AA) is a *'sport for all, for life'* and as such recognises the importance of providing a performance environment that is safe and inclusive for all its members. AA is committed to providing such an environment to those athletes with disability in its programs by ensuring that appropriate support is engaged.

AA recognises existing Australian Anti-Discrimination Legislation and as such is committed to ensuring that every person has the right to access the sport of Archery in Australia. As per said legislation, AA will not tolerate any forms of unlawful or unwanted discrimination against individuals with disability, in any circumstances. Complaints around discrimination should be lodged with AA or Sport Integrity Australia (SIA).

Purpose

This policy intends to:

- Outline how High-Performance Athletes with Disability within National Programs or Teams will receive individualised support specific to their disability where required during related National activities and events; and,
- Assist High-Performance Athletes with Disability to make informed decisions in relation to their performance and wellbeing during their time in Programs and teams.

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1. Athlete Responsibilities

Participation in High-Performance sport may have inherent risks, and while AA will take reasonable steps to ensure the safety and wellbeing of all High-Performance athletes in National Programs and Teams, the responsibility lays with the athlete to ensure that they have sought the necessary individualised medical advice and care on an ongoing basis, and to communicate any relevant information with AA. AA encourages all athletes with disability to educate themselves about the facts and risks specific to their disability and to ensure they make informed decisions about their participation in National Programs and on National Teams. Athletes are strongly encouraged to:

- a) Consult their medical team or relevant medical advisers to assess personal risk and obtain medical clearance to participate in National Program or Teams.
- b) Consult their medical team or relevant medical advisors to assess support requirements needed to safely attend training and performance related events and provide these in writing to AA.
- c) Maintain regular consultation with their medical team or relevant medical advisers for the duration they are members of National Programs and Teams.
- d) Complete any compulsory screenings with National Institute Network (NIN) medical staff.
- e) Complete any relevant screenings with AA medical staff or travelling medical staff.
- f) Respect AA and staff decisions relevant to the care of other athletes, respecting their privacy and right to support.

2. Staff Responsibilities

Program staff members and any associated travelling/support staff have the following responsibilities when working with High-Performance Athletes with Disability in the National Program or Teams:

- a) Where communicated, be aware of any professional medical advice that has been provided by the athlete or relevant medical staff.
- b) Take reasonable measures to ensure that athletes are aware of any risks relevant to their disability and participation in prescribed activities.
- c) To the best of their ability remove any risks to athletes they may foresee in prescribed activities.
- d) Respect the athletes right to make their own decisions in relation to their participation or non-participation in prescribed activities for safety or medical reasons.
- e) Where permission is granted, actively support the building of the team's knowledge and understanding of athletes' support needs.
- f) Not provide medical or health related advice outside of the scope of their role, skills, and accreditation. Staff may need to take a consultative approach with the athlete and medical staff in some aspects of their own job roles to avoid situations of negligence.
- g) Ensure that appropriate accessible transport is provided where possible, and that the operator is knowledgeable and skilled to operate any aspects of said transport.
- h) Ensure that athletes have safe and appropriate access, entry and exit into all facilities being used in prescribed activities and that any potential access issues are communicated in advance where possible.
- i) Where in AA's jurisdiction, ensure that all accommodation meets the access requirements of the athletes.

Additional to the responsibilities listed in Section 2, AA has the responsibility to:

- a) Provide athletes with the opportunity to advise of their disability and support requirements
- b) Remain aware of changes to relevant anti-discrimination legislation.
- c) Seek professional advice if a situation arises where it is not clear what steps should be taken in specific situations.
- d) Ensure the organisations insurance is current and provides appropriate cover.
- e) Create an environment that fosters inclusivity and support of all athletes with disability.
- f) Ensure all officials, facilities and regulations are in place to assist fair and equitable access to events, including having a clear understanding World Archery rule relevant to athletes with disability.

4. Identifying Support Requirements

In order to ensure the safety of all athletes and staff travelling, AA will where possible look to identify all support requirements for an athlete with disability upon their entry to National Programs and/or subsequent National Teams. The below process will be utilised to identify support requirements for the athlete:

- a) Athletes complete the *AA Athlete Additional Support Plan (Appendix 1)* that is based around the Barthel Index and have the opportunity to request and share support requirements.
- b) The AA CMO will review each Support Plan and provide advice to the AA High Performance Wellbeing Manager on the support requirements for each athlete where applicable.
- c) The AA High Performance Wellbeing Manager will discuss the support requirements suggested with the athlete and athletes will have the opportunity to challenge or provide any further evidence if they disagree with the recommendations of the CMO. This could include letters from an athletes NIN CMO, Occupational Therapists, or other health care providers with required speciality.
- d) The AA High Performance Wellbeing Manager ensures all support requirements are communicated and in place with the team manager and program.

When referencing support requirements, AA recognises that athletes may need additional support around logistical areas of National Programs or Teams, such as accommodation, travel, meals, performance, or communications. This could be resolved with planning or other considerations or could include the need for additional support roles. For the purpose of this policy, AA uses the below definitions to describe the differing support roles that may exist in the program and/or team:

Carer – Someone who provides necessary medical or personal care to a person with disability who otherwise could not complete required tasks. They may be contracted as a paid worker (otherwise known by NDIS as a provider) or in rare cases may be a family member or friend with relevant professional qualifications.

Agent – someone who completes the necessary tasks for an athlete with disability during competition, when the athlete is unable to complete necessary tasks themselves. This may include scoring, marking arrows, removing arrows, judge calls, setting up equipment or assisting in the moving of equipment.

Support Person – Someone who provides emotional and moral support for an athlete with disability but is not essential (in person) in travel, training, or competition. This person may be a family member or friend, and although there to support an athlete are not to accompany the athlete to prescribed National Program or Teams activities.

Shared Role – Someone who is attending travel, training, or competition in a care-based role, such as a Carer or Agent, and is given an additional voluntary role with Archery Australia during said travel, training, or competition to support the high-performance team in other agreed upon capacities.

5. Provision of Support Requirements

The AA Athlete Additional Support Plan will identify where support becomes the responsibility of AA and not just the individual athlete. To manage the expectations of athletes and any support roles engaged in prescribed activities by National Programs or Teams, the below outlines how roles will operate:

**Note: This is specific to prescribed activities in National Programs and National Teams, additional events, camps or trials may take place that are not prescribed that athletes may be attending, and, in this case, it is the responsibility of the athlete to organise all support requirements or communicate support to any relevant organisers or management.*

Role	Engaged By	Travel	Meals	Accommodation	Prescribed Activities
Carer	AA	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA
Agent	AA (covered within Staffing)	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA
Support Person	Athlete	Not able to travel with Team without prior permission, at own cost.	Not able to eat with Team without prior permission, at own costs.	Not able to stay with Team without prior permission, at own costs.	Not able to attend activities without prior permission, at own costs.
Shared Role	AA	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA	With Team, costs covered by AA

In the case of Carers, the below applies to how Carers will be provided:

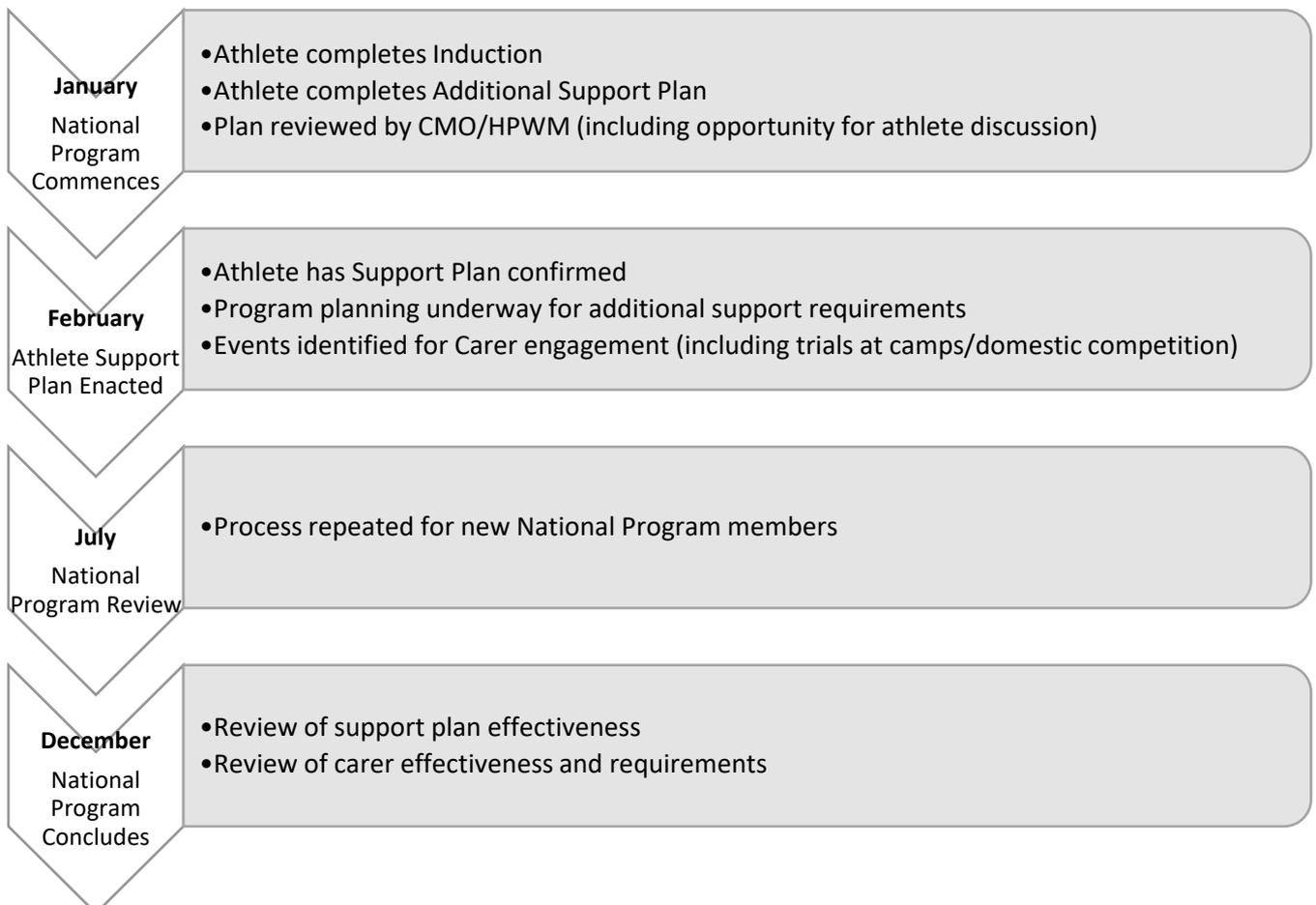
- a) An assessment of the Athlete Additional Support Plans will take place to understand the Carer requirements for any given event/activity within National Program or Teams.
- b) AA will employ Carers on a contract basis and provide a clear role description that outlines how the Carer will operate within the high-performance environment and their responsibilities and role scope.

- c) AA will attempt to always have an additional Carer on staff (or otherwise qualified personnel) in the case of illness or full-time care requirements and ensure that the appropriate Gender of Carers are available.
- d) AA will ensure that carers have the appropriate qualifications and training to undertake the role description.
- e) AA will ensure, where possible, that athletes have the opportunity to meet and work with the provided carers prior to benchmark events or critical events.
- f) AA will ensure all appropriate accreditations are in place for Carers.
- g) AA will endeavour to cover all the associated costs of carers subject to funding however there may be circumstances where a contribution to the overall costs is sought as part of any athlete contribution to travel.
- h) If an athlete already utilises a professionally qualified carer, the carer has the opportunity to apply to be a team carer and continue to support the athlete.

For the avoidance of doubt, Carers with professional qualifications will only be provided by AA and wherever possible the role will not be held by family or friends of athletes. This is to protect the integrity of the high-performance environment, and all athletes within it and provide professional services to our National Programs or Teams.

6. Policy Implementation

In order to ensure that this policy is implemented effectively, AA has established an ongoing timeline supporting the processes outlined in this policy for members of National Programs.





AA recognises that the implementation of this policy will be a significant change for how some athletes and the overall program have operated historically. Additionally, a significant time investment will be made creating relevant role descriptions and establishing a network of qualified carers. As such, AA will ensure a flexible approach to the implementation of this policy for the year 2024 to allow for athletes within the program to adjust to the change and for the program to ensure success. AA will have individualised conversations with National Program members in 2024 to identify individual change timelines where required.

Appendix 1

AA Athlete Support Plan

ATHLETE ADDITIONAL SUPPORT PLAN

As per the Archery Australia *National Para Program Carer and Support Policy*, athletes in the National Para Program or subsequent National Para Teams who require any assistance or adaptations to successfully attend National Program activities such as camps, competitions, and inclusive travel. Please complete the below table with as much specificity as possible and email it to the HP Wellbeing Manager. This form will be utilised by the High-Performance program for support requirements only and an athlete's privacy will be considered through any communications. If requirements change at any time during the year, please provide an updated plan to the HP Wellbeing Manager. If you require any support to complete this form, please contact the HP Wellbeing Manager.

Name: _____ Date: _____

Disability: _____ Congenital/Acquired: _____

Do you have a current at home status in relation to Carers? E.g. high need full time. Please provide details: _____

Activity Description	Assistance Requirements What, where and how you need assistance	Adaption Requirements What, where and how you need adaptions	Additional Requests or Notes Other requests that are not requirements to daily living and performance needs	ASSESSMENTS FOR ARCHERY CMO/HPWM USE ONLY
Feeding (cutting, spreading, dietary restrictions etc.)				
Hygiene (bathing, grooming, washing clothes etc.)				
Travel (seating, baggage, car requirements etc.)				
Dressing (clothes, shoes, uniform adaptions etc.)				
Toileting (accessing toilet, using toilet etc.)				
Mobility (daily movement, movement adaptions etc.)				
Transfers (daily movement transfers, vehicle, beds, chairs etc.)				
Ageing (arrow pulling, scoring, equipment etc.)				