



# INCLUSIVE COACHING

Good coaches adapt and modify aspects of their coaching to create an environment that caters for individual needs, allowing everyone to take part and experience success within the activity. The onus of inclusion rests with the coach.

Many people think that you need special skills or knowledge to coach participants with a disability. This is not the case. The basic skills of good coaching, when applied with an inclusive philosophy, will ensure that all participants including people with disability can participate.

## Qualities and skills of an inclusive coach

Qualities	Attributes
Patience	Recognising some participants will take longer to develop skills or make progress than others
Respect	Acknowledging difference and treating all participants as individuals
Adaptability	Having a flexible approach to coaching and communication that recognises individual differences
Skills	Attributes
Organisation	Recognising the importance of preparation and planning
Safe practices	Ensuring every session, whether with groups or individuals, is carried out with the participants' safety in mind
Knowledge	Utilising knowledge of training activities and how to modify them in order to maximise the potential of every participant

## Planning for inclusion

When preparing a coaching program, examine what, if anything, needs to be adapted or modified. Two strategies coaches can use when planning and conducting activities are TREE and CHANGE IT. By modifying the factors listed, coaches can meet the individual needs of the participants.

### TREE

T	Teaching / Coaching Style
R	Rules / Regulations
E	Environment
E	Equipment

## CHANGE IT

		Example
<b>C</b>	Coaching Style	Demonstrations, use of questions, role models, verbal instructions
<b>H</b>	How to Score	Rules
<b>A</b>	Area	Size, shape or surface of the playing environment
<b>N</b>	Numbers	Number of participants involved in the activity
<b>G</b>	Game Rules	Number of bounces or passes
<b>E</b>	Equipment	Softer or larger balls, or lighter, smaller bats/racquets
<b>I</b>	Inclusion	Everyone has to touch the ball before the team can score
<b>T</b>	Time	'How many ... in 30 seconds?'

## Sports CONNECT

Coaches looking at furthering their knowledge in inclusive coaching can contact their sport or attend Inclusive Coaching workshops as part of Sports CONNECT Education.

For more information visit: [ausport.gov.au/disability](http://ausport.gov.au/disability)

### Tips for coaches working with participants with disability

- The basic principles of coaching apply when coaching participants with disability.
- Accept each participant as an individual.
- Ask the participant what they are able to do; the needs, strengths and weaknesses of individuals will differ.
- Assess each participant's aspirations, needs and ability and plan a training program accordingly.
- Understand how the impairment (disability) affects the participant's performance; it is not necessary to acquire extensive knowledge of the disability.
- Set realistic and challenging goals as you would for all participants
- Be aware of the risks associated with all participants in your care, and be prepared to deal with emergencies should they arise.

