

CAYMAN ISLANDS NATIONAL COACHING ACADEMY*Building Champions On and Off the Pitch***DISABILITY DISCRIMINATION POLICY**

Equality, Reasonable Adjustments & Inclusive Coaching

Edition 2026 · *Complements Policy 13 - Equality, Diversity & Inclusion*

Cayman Islands National Coaching Academy · George Town, Grand Cayman, Cayman Islands

*Confidential - prepared in support of CPD Standards Office accreditation***DISABILITY DISCRIMINATION POLICY****1. Purpose**

The Cayman Islands National Coaching Academy (CINCA) is committed to ensuring that athletes, coaches, staff, volunteers, and participants with disabilities are treated fairly, with dignity and respect, and can take part fully in the Academy's programmes. This policy sets out how the Academy prevents disability discrimination, makes reasonable adjustments to remove barriers, and builds an inclusive coaching environment across all sports and all levels.

2. Policy Statement

The Academy does not tolerate discrimination, harassment, or victimisation on the grounds of disability. We believe that disabled people have an equal right to participate in, learn from, and lead within sport. We commit to:

- treating every athlete, coach, and participant as an individual, focusing on what they can do and what they need to succeed;
- making reasonable adjustments to remove or minimise barriers to participation and employment;
- designing programmes, facilities, and communications to be as accessible and inclusive as reasonably possible; and
- acting promptly and fairly on any concern about disability discrimination.

3. Scope

This policy applies to:

- all athletes, coaches-in-training, students, and participants on CINCA programmes, workshops, and courses;
- all coaches, staff, contractors, and volunteers acting on behalf of the Academy;
- parents, guardians, spectators, and visitors engaging with Academy activities; and
- every mode of delivery in person, online, digital, and mobile and every venue the Academy uses.

It applies to recruitment and employment, athlete development, coaching delivery, events and travel, facilities, and all Academy communications and digital learning materials.

4. Legal and Regulatory Framework

This policy reflects the Academy's commitment to equality and is to be read in line with:

- the non-discrimination protections of the Cayman Islands Constitution (Bill of Rights);
- applicable Cayman Islands anti-discrimination and data-protection law, including the Data Protection Act;
- the principles of the United Nations Convention on the Rights of Persons with Disabilities (CRPD); and
- recognised safeguarding and inclusive-sport good practice.

Where law or guidance is updated, this policy is read consistently with the current requirements. *Nothing in this policy limits any greater right or protection a person may have under the law.*

5. Definitions

Disability: a physical, sensory, intellectual, developmental, or mental-health condition, visible or non-visible, permanent or temporary, that has a substantial and long-term effect on a person's ability to carry out day-to-day activities. The Academy adopts a broad, inclusive understanding and does not require a formal diagnosis before offering support.

The following forms of conduct are prohibited under this policy:

- **Direct discrimination:** treating someone less favourably because of having a disability (or being thought to have one), or being connected to a disabled person.
- **Indirect discrimination:** applying a rule or practice that puts a person with a disability at a particular disadvantage, unless it can be objectively justified.
- **Discrimination arising from disability:** treating someone unfavourably for a disability-related reason, without justification.
- **Failure to make reasonable adjustments:** failing to take reasonable steps to remove a barrier that places a disabled person at a disadvantage.
- **Harassment:** unwanted conduct related to disability that violates dignity or creates a hostile or degrading environment.
- **Victimisation:** treating someone badly because they raised, supported, or were associated with a disability-related concern.

6. Reasonable Adjustments

CINCA will make reasonable adjustments to remove or minimise barriers for athletes and coaches with disabilities. A reasonable adjustment is a change to the way things are normally done so that a disabled person is not placed at a substantial disadvantage. The Academy considers each request individually and in good faith, taking account of the person's needs, the activity, safety, and what is practicable.

Examples of reasonable adjustments

Type of barrier	Examples of reasonable adjustments CINCA may make
Physical / facilities	Accessible entrances, parking, and toilets; seating; adapted equipment; choosing accessible venues.
Coaching delivery	Adapting drills and session plans; flexible pace; additional rest; one-to-one or small-group support; alternative ways to demonstrate skills.
Communication	Materials in large print, plain language, or audio; captions on videos; visual demonstrations; and allowing a support person or interpreter.
Assessment/certification	Extra time, alternative formats, a quieter space, flexible scheduling, while maintaining the integrity of the standard.
Digital/online learning	Accessible documents and platforms; screen-reader-friendly files; adjustable text and contrast.

How to request an adjustment

- A learner, coach, parent, or guardian may request an adjustment at registration or at any time, in person or in writing.
- The Academy will discuss the request privately, agree on what can be put in place, and confirm it.
- Adjustments are reviewed regularly and changed as needs change.
- A person is not required to disclose more than they wish; information shared is treated confidentially under Policy 10 (Confidentiality & Data Protection).

Our standard

Where a reasonable adjustment cannot be made, the Academy will explain why, explore alternatives, and record the decision. Cost or inconvenience alone is not, by itself, a sufficient reason to deny a necessary adjustment.

7. Accessibility

The Academy works to make participation as accessible as reasonably possible by:

- selecting venues and facilities with accessibility in mind, and identifying adjustments in advance;

- providing information and learning materials in accessible formats on request;
- ensuring online, digital, and mobile content follows accessible design good practice; and
- reviewing equipment and session design so that activities can be adapted for different needs.

8. Inclusive Coaching and Participation

Inclusion is built into how the Academy coaches, not added on afterwards. Coaches are expected to:

- plan sessions that can be adapted so everyone can take part meaningfully;
- focus on each athlete's abilities, goals, and stage of development;
- use inclusive language and challenge disablist attitudes or behaviour; and
- support disabled athletes into appropriate pathways, including para-sport and classification routes where relevant.

9. Coach Disability Inclusion Awareness Training

Coaches will receive basic disability inclusion awareness training. This equips them to coach inclusively and to respond appropriately to the needs of disabled athletes and colleagues. The training covers:

- understanding disability, including non-visible disabilities, and the social model of disability;
- recognising and removing common barriers to participation;
- making and reviewing reasonable adjustments in practical sessions;
- inclusive communication, language, and behaviour; and
- how to respond to disclosures and where to seek further support.

Delivery: awareness training is provided as part of coach induction and refreshed periodically. Completion is recorded, and the content is kept current under Policy 19 (Curriculum & Content Review).

10. Recruitment and Employment

The Academy welcomes applications from disabled coaches, staff, and volunteers and will not discriminate in recruitment, selection, training, or progression. The Academy will:

- make reasonable adjustments throughout recruitment and in the role;
- ask only about the support a person needs to perform the role, not about disability for its own sake; and
- treat any health or disability information confidentially and in line with the Data Protection Act.

11. Roles and Responsibilities

Who	Responsibilities
Academy Director	Overall accountability for inclusion; ensures the policy is resourced, followed, and reviewed; approves significant adjustment decisions.
Inclusion / Disability Lead	Day-to-day point of contact; advises on and records adjustments; oversees awareness training; monitors and reports on inclusion.

Coaches & session leaders	Coach inclusively; make and review agreed adjustments; respond appropriately to disclosures; complete awareness training.
All persons	Treat disabled people with respect; challenge or report discrimination; support an inclusive environment.

12. Disclosure and Confidentiality

Disclosing a disability is a personal choice. The Academy encourages disclosure only so that it can provide the right support, and treats all such information confidentially, sharing it only with those who need it to put adjustments in place or where required by law or for safeguarding. Personal data is handled under Policy 10 (Confidentiality & Data Protection).

13. Concerns and Complaints

Anyone who believes they have experienced or witnessed disability discrimination may raise it without fear of disadvantage. Concerns can be raised:

- informally with a coach, the Inclusion / Disability Lead, or the Academy Director; or
- formally under the Complaints & Grievance Procedure (Policy 06) or the Learner Complaints Procedure.

Concerns about a disabled child's safety or welfare are dealt with under the Safeguarding & Child Protection Policy (Policy 01). Confirmed breaches of this policy may lead to action under the Disciplinary Procedure (Policy 07).

14. Monitoring, Review, and Continuous Improvement

The Academy monitors the effectiveness of this policy — including adjustment requests, training completion, and any complaints — and uses what it learns to improve. Findings feed into the Participant Satisfaction & Service Standards (Policy 20) and programme planning.

15. Related Policies

This policy should be read together with: Policy 01 (Safeguarding & Child Protection); Policy 06 (Complaints & Grievance Procedure); Policy 07 (Disciplinary Procedure); Policy 09 (Athlete Welfare & Wellbeing); Policy 10 (Confidentiality & Data Protection); Policy 13 (Equality, Diversity & Inclusion); Policy 19 (Curriculum & Content Review); and Policy 20 (Participant Satisfaction & Service Standards).

16. Review

This policy is reviewed at least annually by the Academy Director, or sooner where law, guidance, or experience indicates that change is needed.

Document control	Detail
Policy title	Disability Discrimination Policy

Owner	Academy Director, Cayman Islands National Coaching Academy
Edition	2026
Review cycle	Annual, or earlier if required
Related framework	CINCA Policy Manual 2026