**Welsh Chess Union - Disability Inclusion Policy**

**Introduction**

The Welsh Chess Union (WCU) is committed to providing an inclusive, accessible environment for all chess players, officials, and spectators. This policy outlines our commitment to ensuring that people with disabilities have equal opportunities to participate in and enjoy chess activities throughout Wales.

**Purpose**

This policy aims to:

* Ensure equal access and opportunity for disabled players in all WCU events
* Promote inclusive practices throughout Welsh chess
* Establish clear guidelines for tournament organisers and officials
* Comply with relevant equality legislation and best practices

**Policy Statements**

**1. Equal Participation**

1.1 No one has the right to refuse to play another player against whom they have been correctly paired on the grounds of disability or impairment.

1.2 The WCU is committed to making all reasonable adjustments to ensure disabled players can fully participate in chess activities.

**2. Venue Accessibility**

2.1 All chess venues used for WCU events should be equally accessible to all players and event officials.

2.2 Where a venue feature puts a disabled person at a substantial disadvantage compared to non-disabled people, reasonable adjustments should be made to avoid that disadvantage.

2.3 Accessibility information should be clearly communicated when advertising events.

**3. Pre-Event Communication**

3.1 Tournament organisers should include a section in entry forms asking if any potential player has an impairment that will require reasonable adjustments.

3.2 When all participants are known, organisers should proactively communicate with players who have identified needs to ensure appropriate accommodations.

**4. Playing Conditions**

4.1 No chess player should be penalised on time parameters because of their impairment.

4.2 Any disabled player who reasonably requests specific placement of their equipment, seating, or orientation has the right to do so, provided this does not disadvantage their opponent.

4.3 Tournament organisers must ensure that the needs of all players are appropriately accommodated.

**5. Tournament Information**

5.1 Playing conditions, venue maps showing the location of toilets, refreshments, emergency exits, and other important facilities should be made available to all players before the start of play.

5.2 Upon prior request, notices and tournament information should be available in accessible formats, including large print.

5.3 For players unable to read printed materials, notices must be read to them before each round and upon request without disturbing other players.

**6. Assistance During Play**

6.1 If a player cannot press their own clock or move their own pieces, an assistant should be available if the opponent is not willing to do so.

6.2 Tournament organisers should have provisions in place for players who require assistance during games.

**7. Leagues**

7.1 For all leagues, if a visiting team indicates that a player with an impairment will be attending (with sufficient notice), the home team must make reasonable efforts to ensure that player can participate fully.

**8. Online Chess**

8.1 Reasonable adjustments should be made for disabled players participating in online events, including provisions for an extended range of acceptable devices and adaptations to fair play monitoring requirements where necessary.

**9. Spectators**

9.1 The accessibility provisions in this policy apply equally to spectators, officials, and players.

**10. Health and Safety**

10.1 All events should have a first aid kit available in case of emergency.

10.2 Contact information for local medical facilities should be readily available.

**11. Refreshments and Services**

11.1 If a player, official, or spectator cannot access refreshment or other service areas, arrangements should be made to meet their needs.

**Implementation and Monitoring**

**Responsibility**

The WCU Management Board is responsible for implementing this policy. For individual events, the Home Director serves as the designated contact for disability matters.

**Home Director Responsibilities**

The Home Director shall:

1. **Pre-Event Planning**
   * Review venue accessibility before confirming bookings
   * Ensure accessible facilities are available (toilets, parking, entrances)
   * Create and maintain an accessibility checklist for venues
   * Prepare alternative formats of tournament information as needed
2. **Event Preparation**
   * Respond to accommodation requests in a timely manner
   * Arrange for any necessary equipment or assistive devices
   * Brief all tournament staff on disability awareness
   * Ensure clear signage throughout the venue
   * Designate quiet areas if needed for players with sensory sensitivities
3. **During Events**
   * Serve as the primary point of contact for accessibility concerns
   * Make decisions regarding reasonable adjustments as issues arise
   * Ensure arbiters are aware of any specific accommodations for players
   * Monitor the implementation of accommodations
   * Address any accessibility barriers that emerge during the event
4. **Knowledge Requirements** The Home Director should be aware of:
   * Different types of disabilities and their potential impact on chess participation
   * Legal requirements regarding reasonable adjustments
   * Common accommodations for various disabilities in chess settings
   * How to communicate respectfully with people with disabilities
   * Emergency procedures for assisting disabled participants
5. **Documentation**
   * Maintain records of accommodation requests and actions taken
   * Document any incidents or complaints related to accessibility
   * Collect feedback from disabled participants to inform future improvements

**Complaints**

Any complaints relating to disability discrimination or failure to provide reasonable adjustments should be made to the tournament organiser in the first instance, with escalation to the WCU if necessary.

**Review**

This policy will be reviewed annually to ensure it remains effective and up-to-date with current legislation and best practices.