



ACCESSIBILITY GUIDELINES AND ACTION PLAN FOR RUGBY CLUBS



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Introduction

In Wales, disabled people account for 23% of the population. However, statistics consistently show that participation levels in physical activity and sport are significantly lower among disabled people compared to non-disabled populations. This highlights the critical importance of inclusivity and ensuring that we are aware of how to support disabled people in actively accessing our clubs' facilities and programmes.

This resource is guided by the Equality Act 2010, which legally protects disabled people from discrimination in the workplace and wider society. The Act provides a framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions, work, education, associations and transport.

As part of this, organisations including rugby clubs, are expected to make reasonable adjustments to ensure their facilities and services are accessible to disabled people. These adjustments can be simple physical changes to a building such as installing a ramp or accessible toilet but can also include changes to policies, procedures and staff training, which are equally as important in making club facilities and services work better for disabled people.

However, we recognise that not all clubs will be fully accessible right now—and that's okay. What matters most is a willingness to be open and transparent about your current position, and a commitment to learning and improvement. This is not about highlighting shortcomings but about understanding where you are now so that support can be provided and progress can be made over time.

As the national governing body for rugby in Wales, we are asking clubs to engage with this process so that we can better understand the accessibility landscape across the country. This insight is crucial to informing how we can collectively move forward, and support clubs in creating more inclusive environments that benefit everyone.

The WRU and Disability Sport Wales (DSW) are delighted to bring you this resource on how to make your rugby club more accessible and inclusive to disabled people. It will guide you through key areas that need to be considered when working towards greater inclusion. Each section breaks down specific areas of focus to help you assess where you are, identify opportunities for improvement, and celebrate what you're already doing well.

Based on your audit, your club may wish to develop an action plan to address any issue identified, outlining how access will be provided, maintained and improved for disabled people. Small changes can make a big difference, and this work is a vital step in creating a sport that truly welcomes all.

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Environment

External

Your paths, walkways, parking spaces, and entrance areas are the first area of your club that an existing member or new member will see. It is important to make sure dangerous obstacles that could limit access to your club are removed or minimised.

Obstacles that can be easily avoided or stepped around by an individual on foot can be an insurmountable barrier for a customer using a wheelchair, walking frame or a cane. It is also important that signage outside of your facility is clearly legible and spaces and entrances are clearly signposted.

Accessible Car Parking

Are there accessible car parking spaces available, are they clearly marked and signposted?

There is no statutory requirement under the Equality Act to make provision for a certain number of spaces. It is recommended that there should be 2 accessible car parking spaces (+3% of total car park) for every standard

50 spaces and a minimum of three accessible car spaces for the next 150 spaces (Disabled Motoring UK).

Are the car parking spaces a minimum width of one and half times the standard car parking space and painted appropriately?

Getting to the Rugby Club

Are there appropriate tactile and dropped curbs on approach to the club?

Is the route to the club clearly outlined and free of any obstacles or obstructions?

Are parking spaces and access routes well lit?

Is the main entrance to the club clearly signposted and accessible? If the accessible entrance is different to the main entrance this entrance should be signposted.

Internal

Often rugby club committee's think that they will incur huge costs in making their club accessible and inclusive for all. This is not necessarily the case, sometimes small inexpensive changes that are easy to complete can have a big impact on making your club more accessible and inclusive for all.

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Access for visitors with a hearing impairment

Does the club have a portable induction loop for individuals who are hard of hearing?

Is there signage in place to indicate that the system is available?

Public Address System (Where Applicable)

Is the public address system clear and audible in all parts of the club? Is the public address system supplemented by visual information to accommodate people who are deaf or hard of hearing?

Scrolling information bars, TV screens or information kiosks could be provided to assist in the delivery of public notices and information.

Navigating the Club

Are lifts/platform lifts/wheelchair stair lifts available to enable vertical movement in a two storey or split-level building.

Does the colour scheme in the club help differentiate between critical elements, for example the wall from the floor, doors from adjacent walls? The colour schemes of the walls, floors and fittings should provide sufficient contrast to make them distinguishable by people with a visual impairment.

Are any handrails available? Are any handrails easy to grip?

Are handrails placed on both sides of any ramps?

Are the handrails easily distinguishable from their backgrounds?

Do the handrails have closed ends which turns back into a supporting wall or turns down indicating that the stairs have ended?

Are all the fittings and fixtures e.g. light switches, door handles etc. accessible, at an appropriate height and easy to use?

Is the seating in any bar or lounge area accessible, can seats be moved if required, are table/seat heights accessible for wheelchair users.

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Toilets and Changing Rooms

All toilets and changing rooms should be designed so that disabled people can use them.

This does not necessitate expensive design features, but it does require attention to detail and layout. Ideally at least one individual unisex accessible changing room complete with shower and toilet should be provided. This enables assistance to be given by someone of either sex, if required.

All accessible changing rooms should have an emergency alarm cord or emergency button. The flushing mechanism for the toilet should be easy to operate – fist operated (spatula lever or pull cord).

Mirrors and hairdryers should be at an appropriate height for wheelchair users.

It is recommended that an accessible changing bench is available in the accessible changing room.

Accessibility Considerations to include a Health and Safety Plan

If the facility is a multi-storey building a fire evacuation chair should be present and situated at an appropriate refuge point.

An understanding of how to use the fire evacuation chair should be documented as a procedure.

If the centre is a multi-storey building, a clearly identifiable disability refuge point should exist in the event of an emergency.

The centre's alarm system should be installed as both audio and visual (flashing light).

Accessibility Audit for Neath Athletic Rugby Club

Self-Assessment Checklist

Environment	Yes	No	Comments/Actions
External			
Is there Accessible Car Parking available	☒	☐	Currently Sign posted waiting for road markings in the summer To be arranged during the summer
Are they Clearly Marked	☒	☐	
Are they a minimum width of 1.5 times a standard space	☐	☒	
Getting to the Club			
Are there tactile and or dropped curbs on approach to the club	☒	☐	
Is the route to the club clearly outlined and free of any obstacles or obstructions.	☒	☐	
Is the route well lit	☒	☐	
Is the main entrance to the club clearly signposted and accessible	☒	☐	
Internal			
Does the club have a portable induction loop	☐	☒	
If yes is there signage in place to indicate that it is available	☐	☒	
Is there a lift available to enable movement between floors (where applicable)	☒	☐	
Does the colour scheme in the club help differentiate between critical elements e.g. the door and the walls	☒	☒	Most elements are distinguishable between floor and walls and ceilings. Doors are also a contrast to the walls
Are there any handrails present on stairs or ramps.	☒	☐	
Are handrails placed on both sides of any stairs or ramps.	☐	☒	Only to one side of stairs
Are any handrails present easily distinguishable from their background.	☒	☐	
Are fittings and fixtures e.g. light switches, door handles etc. accessible, at an appropriate height and easy for all to use.	☒	☒	All fittings and fixtures are accessible in the disabled toilet. In the main club these are not accessible but are not required for use by unassisted disabled persons. Electric sockets are low level
Is seating within any Bar/Lounge/ meeting area moveable	☒	☐	
Are there tables/seats available at a wheelchair accessible height	☒	☐	
Does the club have a Wheelchair Accessible toilet.	☒	☐	
Does the accessible toilet have an emergency alarm cord.	☒	☐	
Does the club have an accessible changing room with shower toilet & changing bench.	☐	☒	We use the sport centre changing / shower facilities
Does the accessible changing room have an emergency alarm cord	☐	☒	N/A

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Are there any immediate concerns that the club need to address after completing this review?

1. Disabled parking bays need marked out and completed in summer 2026 - high priority
2. Visual fire alarm light to be installed – low priority
3. Induction Loop System – low priority
4. first floor disabled toilet facilities – medium priority

If the club would like a full independent accessibility review, we would recommend the club approaching AccessAble to enquire about a full report. This will be at a cost to the club that will need to be agreed with AccessAble. To find out more and arrange your review please visit

<https://www.accessable.co.uk/>

Availability and Review

Neath Athletic RFC will keep this action plan and guidance available in the Club and on the **Neath Athletic RFC** website. Anyone who needs to read it (such as any members, players, volunteers, visitors, members of the public etc) can do so on request or via the webpage.

The Committee will review this action plan annually, or earlier if necessary.

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Approved by Committee

This policy has been reviewed and approved by **Neath Athletic RFC** committee as of **13th January 2026**

It requires the signatures of two authorised committee members and the date of approval to be valid.

Signature 1: *Robert Williams*

Name: Robert Williams

Position: **Chairman**

Date: 13th January 2026

Signature 2: *D.P. Harrison*

Name: D.P.Harrison

Position: **Secretary**

Date: 13th January 2026

*Electronic signatures are accepted



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