

CLAN Disability & Inclusive Policy

Version No: 1.0 (March 2017, March 2020)
Date Approved: February 2024
Date Reviewed: February 2024
Date Review Scheduled: March 2026

1. Introduction

CLAN is a not for profit, non-government organisation whose mission is 'To maximise the quality of life for children and their families who are living with chronic health conditions in resource- poor settings of the world.' CLAN's primary role is focused on support for children with chronic health disease and their families. A chronic health condition may be due to a medically identified non-communicable disease (NCD) and the disorder may or may not result in a classified disability. Disability inclusiveness is a basic premise underlying planning for all CLAN's projects/programs, advocacy activities and fundraising through its efforts to improve health and community support for children with specific needs.

In everything we do, CLAN strives to work for and with people with disability, to promote their human rights and empowerment. Both in Australia and overseas we're working with communities and organisations, to promote the importance of inclusion of people with disabilities and to ensure a commitment to disability in the delivery of our activities.

2. Purpose

This policy provides a framework for promoting inclusiveness and equality for children with chronic health conditions in the context of CLAN's projects/programs to provide specific support to children with NCD's and their families, and advocacy activities.

3. Scope

This policy applies to all staff and other key groups. 'Staff' refers to: full time, part time, international and national and also those engaged on short term contracts such as: consultancies, researchers, photographers etc. 'Others' refers to: visitors, volunteers, board members, trustees, staff/volunteers in partnership agencies, and any other individuals or groups that have a responsibility with respect to CLANs programs.

4. Definitions

Disability The UN Convention on the Rights of Persons with Disabilities proposes the following definition: "persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others." (UN, 1998)

Non-communicable Non-communicable diseases (NCDs) do not result from an acute or infectious process and hence are 'not communicable'. The disease may be the result of genetic, physiological, environmental and behaviours factors.

In children, chronic health conditions may be classified as:

Congenital - a child is born with the conditions (eg Down syndrome; hypothyroidism)

Acquired - a child develops the condition at some time after birth e.g. Type 1 Diabetes; Epilepsy.

Preventable - a child could possibly not have acquired the disease if a specific action had been taken to stop it (eg HIV; traumatic injuries)

Non-Preventable - meaning there is nothing that could have been done (that we yet know of) to stop the child from having the condition (eg Autism; CAH)

Communicable – the chronic disease is somehow infectious (eg HIV, TB)

Non-Communicable - the chronic condition is not infectious in any way (eg Asthma, Epilepsy).

5. Disability Inclusiveness

Disability inclusiveness involves implementing policies and practices in a community or organisation to promote conditions, to protect and ensure that children with disabilities can enjoy a quality of life similar to other children in their community.

The child with a non-communicable disease may or may not experience a classified disability. However, a child with a chronic health condition will experience challenges and demands similar to a child with a classified disability, and which will impact on their quality of life compared to other children. And for all children it is important that they also are accepted, included without discrimination, and not excluded.

6. Rights of the Child

CLAN supports the UN Convention on the Rights of the Child (UNCRC), particularly Articles 23, 24, and 27 which state the rights of the disabled child to enjoy a quality of life and to be part of their community. The rights state that ‘a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community. And that ‘the disabled child has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child achieving the fullest possible social integration and individual development, including his or her cultural and spiritual development.’ (Article 23).

CLAN’s also supports the UN Convention of the Rights of Persons Living with Disability and takes every opportunity to celebrate International Day of Living with Disability (IDPwD) and the international days relevant to CLAN’s work.

7. Policy and Procedures

CLAN’s Mission and Vision are aligned to the UN Convention rights for a disabled child, and CLAN’s endeavours are planned to achieve positive outcomes stated in the UNCRC rights for disabled children, particularly for children with NCDs. CLAN is involved in activities to support children with NCDs such as, but not limited to, Autism, Congenital Adrenal Hyperplasia (CAH), Diabetes, Duchenne Muscular Dystrophy, Nephrotic Syndrome, Osteogenesis Imperfecta, Rheumatic Heart Disease, and others, such as Asthma, Child Cancer, Polio, Laron Syndrome, Nodding Syndrome and Epilepsy.

CLAN will include a risk assessment of any potential areas of discrimination when planning projects/programs or other activities. Planning will take into account the following attitudes and practices:

- I. Cultivating a culture of inclusiveness and acceptance in projects/programs for children with NCD's
- II. Working with disabled children and their families with dignity and respect
Respecting the cultures, customs, beliefs of the country where it is involved in undertaking projects
- III. Promoting partnerships through collaboration and inclusive discussion with partners, community, families and children involved in projects/programs
- IV. Ensuring people living with disability or their representative organisations participate in decision making about the initiatives that affect them
- V. Preventing any bullying or discrimination occurring during CLAN's projects/programs.

CLAN's scope of activities which include disability inclusiveness of children with NCD's involve:

- i. Multi-sectoral partnerships and projects to work directly with children and their families
- ii. Monitoring and evaluating progress in terms of empowerment of people with disabilities and relevant organisations
- iii. Partnerships with in-country medical professionals
- iv. Partnerships and advocacy, at community, national, and international levels
- v. Involvement with NCD Child
- vi. Advocacy activities to increase knowledge and awareness of the needs of children with NCD's
- vii. Fundraising to finance projects/programs

CLAN will review each activity undertaken to determine effectiveness of inclusive strategies for the group of children involved in each project/program.

Associated Documents

UN Convention on the Rights of Person Living with a Disability.

Child Protection

Code of Ethics and Professional Conduct Policy

Development Principles in Project Design, Monitoring and Evaluation Policy

Equal Employment Opportunity & Anti-Discrimination Policy

Gender Equality

Staff Training & Development Policy