



## 2023 PARTNERS' SEMINAR SERIES

### CLIMBING & NEURODIVERSITY Q&A

#### GET IN TOUCH WITH US

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	QUESTION	ANSWER
1	Is there a plan to work with community groups currently operating within climbing?	"The BMC are hoping to create a set of case studies to share best practice for providers serving underrepresented communities, we're always looking for good news stories and organisations making an impact, to share with our membership." - Alex West, BMC
2	Will there be more of these sessions to cover different aspects of Neurodivergence e.g. dyspraxia, dyslexia	We aim to consider a wide range of topics in our seminars , and are also exploring other formats of collaborating as partners and with the wider industry which may be more suited to addressing the different aspects of Neurodivergence.
3	Has there been any statistics on autistic participation within climbing to show it's a greater percentage than those in rugby, badminton or kayaking for example? Is it a case of it seems a large percentage because we only know who/what we know and surround ourselves by?	The <a href="#">Your Movement Matters research</a> contains some figures on disabled (including autistic) participation in climbing and mountaineering but we don't currently have any data to benchmark this against other sports.
4	Have learning disabled communities had a chance to have their voices heard?	"The BMC are actively looking, and listening to communities experiencing difficulties in the outdoors. We intend on capturing feedback from these community groups directly to share as best practice to our membership in the form of case studies. The BMC also run an Equity, Diversity, & Inclusion Committee that advise and steer the



		BMC's strategic work. Throughout 2023 we will be hosting multiple EDI forums for everyone who wants to be a part of conversations to join. Please send us your email address and we can update you on this." - Alex West, BMC
5	That was great Chris, Will there be a neurotypical webinar? Explaining to those of us who are neurodivergent how those that are neurotypical work?	Please refer to answer 3.
6	As a neurodivergent mountain leader and hobby-climber, I am unsure how to make sure people know my activities are inclusive without making it sound like it's a last-minute add-on. What type of cues can I include in social media/ website pages to make sure people know it is inclusive and we want to listen and facilitate individual needs.	If inclusivity is an add on, it will feel like an add on. If you make sure it's inclusive at its core, or design it from the start to be tailored, then this will show.  Try to make sure your communication is consistent throughout products/services, rather than making one product uniquely inclusive.
7	When working with someone who is Neurodivergent, without putting them on the spot, what's the best way to ask how they identify and what is good to be aware of? For example disabled or not and sensory feedback or levels of conversation. Thanks	The general feedback we have received is simply to have this conversation with everyone - don't make assumptions and don't discriminate in who you ask.  On the flip side, be aware that not all people will want to have a discussion, especially not in a public area, so give options for people to provide this information in other ways, such as emailing in advance.
8	What are the BMC's thoughts on next steps of including Neurodivergent communities?	Please refer to answer 1.
9	Where can we contact you all if we want to discuss areas that aren't being fully represented?	Please see the contact list above for all the partner contacts.
10	How can the blocks that have previously been felt with disability community groups be resolved?	As a group we are unclear on the context and would welcome the question author to get in direct contact with us (contact details above) to understand and provide a response to the concerns.
11	Can these webinars be compulsory for instructors at walls?	We are not in a position to make our webinars compulsory for anyone though we hope to welcome as many people as possible. We are exploring the possibility of making these



		webinars loggable as CPD.
12	Is an obvious disabled/easy access toilet acceptable for gender neutral or is this a bit offensive.	<p>Whether this is offensive or not may depend on how it is presented, but we would encourage all walls thinking of making a change like this to take feedback from their members before moving ahead. Here are some resources you may find useful;</p> <ul style="list-style-type: none"> <li>- <a href="#">Equality Human Rights website</a></li> <li>- <a href="#">Concept Cubicle Systems website (for new builds)</a></li> <li>- <a href="#">GOV.uk</a></li> <li>- <a href="#">Open Access Government</a></li> </ul>
13	How can neurodivergent adults access courses to become coaches so there are more coaches can share their lived experiences	<p>“You can register for any Mountain Training course or assessment as normal. If you have any specific needs you can talk to your chosen provider about reasonable adjustments. You can also contact the Mountain Training office to discuss our <a href="#">reasonable adjustments policy.</a>” - Guy Jarvis, Mountain Training</p>
14	Is there a plan across the associations to look at how the qualifications are inclusive and accessible?	<p>“This is part of our EDI strategy and we are doing this all the time. Examples would be the online training course for our Camping Leader qualification, our Skills and Training fund for ethnic minorities and our new disability fund. Individual cases can also be supported by our <a href="#">reasonable adjustments policy.</a>” - Guy Jarvis, Mountain Training</p> <p>Also...</p> <p>“NICAS are working on an inclusive scheme currently and will be looking to gain further feedback in the coming months to check whether it meets this brief.” - Abbi Blakey, NICAS</p>
15	Those qualifications can be really tough if you are neurodivergent . Can there be training courses and assessments designed by those neurodivergent for those who are neurodivergent?	<p>“As everybody is different, and has different needs, including Neurodivergent candidates, we approach this with our reasonable adjustments policy. In effect each course can be somewhat tailored to the individual's needs.” - Guy Jarvis, Mountain Training</p>
16	Does the BMC still have a Neurodiverse category? If not, will they be considering reinstating it?	<p>“The para-pathway is and has to be aligned with the international standards from the development</p>



<p><b>17</b></p>	<p>Is there any work to make competition climbing/the competition environment more inclusive for neurodiverse climbers? I am a parent of an undiagnosed but probably neurodiverse competition climber who finds the competition environment really challenging - in particular boulder scramble format where it is very busy and competitive and climbers are trying to manage queues, possibly self scoring or peer scoring - this is all very difficult!</p>	<p>phase to give our elite athletes the best chance of succeeding at international (IFSC) level.</p> <p>However, the BMC understands the reclassification has resulted in some climbers being unable to successfully compete at grassroots competitions.</p> <p>We plan to address this by offering an extra event aimed at participation in competition rather than pathway development. We will be going to a focus group sometime in 2023 to ensure our event is fit for purpose for everyone who attends.”</p> <p>- Alex West, BMC</p>
<p><b>18</b></p>	<p>Hi ! I was wondering if anyone has suggestions re: more diverse comp categories ... We want to make comps more inclusive but struggling a bit with which categories to include so as to not single any group/person/gender out and also ending up with a tonne of categories with only a few submissions. Hope that makes sense :)</p>	<p>For those competing in existing competitions, for example parents with children in the YCS, please do communicate any accessibility needs and considerations with the relevant persons/organisation.</p>
<p><b>19</b></p>	<p>Alex W - are you working directly with GB Climbing to support them to make team/squad activities inclusive (e.g. giving plenty of notice, creating safe spaces, respecting individual needs)?</p>	



## RESOURCES

DESCRIPTION	RESOURCE LINK
All partner seminars, including those pre-dating this series, including talks on topics such as PPE, floorwalking and better belaying.	<a href="https://youtube.com/playlist?list=PLU03S1F1DkkEuleuhr1z93I7uPLPdLk4c">https://youtube.com/playlist?list=PLU03S1F1DkkEuleuhr1z93I7uPLPdLk4c</a>
The Climbing Works' inclusive kids' club as discussed by Alex Hithersay.	<a href="https://www.climbingworks.com/kids-clubs">https://www.climbingworks.com/kids-clubs</a>
Infographic distinguishing between the terms neurodiverse, neurodiversity and neurodivergence.	<a href="https://images.app.goo.gl/KNH85czKT7WGwyZNA">https://images.app.goo.gl/KNH85czKT7WGwyZNA</a>
Everyone's welcome in climbing document.	<a href="https://www.theoia.co.uk/wp-content/uploads/2021/10/ABC-Everyones-Welcome-Doc-FINAL-22Sep21.pdf">https://www.theoia.co.uk/wp-content/uploads/2021/10/ABC-Everyones-Welcome-Doc-FINAL-22Sep21.pdf</a>
UKPC inclusive paraclimbing competition.	<a href="https://www.ukparaclimbingcollective.com/fun-comps">https://www.ukparaclimbingcollective.com/fun-comps</a>
UKC article written by Chris Shepherd on climbing and autism.	<a href="https://www.ukclimbing.com/articles/features/unmasked_-_climbing_and_autism-14931">https://www.ukclimbing.com/articles/features/unmasked_-_climbing_and_autism-14931</a>
Podcast with Paul Robinson talking openly about his autism.	<a href="https://thenuggetclimbing.com/episodes/paul-robinson">https://thenuggetclimbing.com/episodes/paul-robinson</a>
NICAS' current reasonable adjustments policy.	<a href="https://www.nicas.co.uk/downloads">https://www.nicas.co.uk/downloads</a>
Guidance for sport coaches and clubs on meeting the needs of autistic persons.	<a href="https://www.autism.org.uk/advice-and-guidance/topics/leisure/sports/sports-coaches">https://www.autism.org.uk/advice-and-guidance/topics/leisure/sports/sports-coaches</a>
Mountain Training's Reasonable Adjustments Policy	<a href="https://www.mountain-training.org/cymru/reasonable-adjustments-policy">https://www.mountain-training.org/cymru/reasonable-adjustments-policy</a>