



International  
**Paralympic**  
Committee

## IPC Policy on Development

June 2013

**International Paralympic Committee**

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Approval authority: IPC Governing Board  
Responsible office or department: IPC Executive Office  
Approval date: 7-9 June 2013  
Revision date(s): *subsequent later revisions if appropriate*

## 1 Policy Statement

The IPC is highly committed to fulfil the vision outlined in the IPC Constitution aiming at enabling Paralympic athletes to achieve sporting excellence and inspire and excite the world.

To fulfil this vision, the IPC membership has determined through the adoption of the IPC Constitution that all efforts shall be made to ensure the growth and strength of the Paralympic Movement through the development of National Paralympic Committees in all nations, support the activities of all members; and support and encourage educational, cultural, research and scientific activities that contribute to the development and promotion of the Paralympic Movement.

The IPC, in close consultation with its members, developed an IPC Strategic Plan that identified athlete development and the promotion of their opportunities to engage and grow in sport as one of the key strategic goals. The IPC has a primary focus on facilitating the effective development of Paralympic athletes from initiation to elite level and is committed to support all required mechanisms and structures to achieve this. To this end, the IPC has established the Agitos Foundation to secure resources and implement development projects that support the strategic priorities of the IPC. The Development Strategy shall be developed and reviewed from time to time to be linked to the IPC Strategic Plan.

## 2 Application

This Development Policy shall apply to all development activities undertaken and directly supported by the IPC Development Committee and the Agitos Foundation. Together with the IPC Development Strategy it is the reference document for the work of the Agitos Foundation. IPC encourages all IPC member organisations to adopt this policy with regard to their development activities.



## 3 Definitions and principles

3.1 The definitions related to development within the Paralympic Movement are:

### 3.1.1 Development

Development is a process of building, fostering and supporting growth. Development can apply to individuals, communities, nations and international movements. Development within the Paralympic Movement involves an almost endless number of stakeholders: The IPC and all of its member organisations, athletes, coaches, officials, classifiers, organisers, governments, Games Organising Committees, universities and other relevant groups.

### 3.1.2 Athlete development

Athlete development refers to investment and intervention activities which directly or indirectly enhance the development of athletes at all levels. In line with this definition the below areas 3.1.3-6 all support and impact athlete development.

### 3.1.3 Sport development

Sport development refers to investment and intervention activities which develop the capability and capacity of sport infrastructure (including physical, financial and human resources), aimed at increasing participation levels and/or achieving high performance sport objectives. Sport development includes classification and competition systems and opportunities at all levels. The IFs are the international governing bodies of their sports and as such responsible for developing these.

### 3.1.4 Organisational development

Organisational development is a process of building, fostering and supporting advancements in governance, human and financial aspects of an entity to ensure improved functioning.



Organisational development is relevant for all IPC member organisations. It refers to the capacities of running a well-functioning organisation that responds to a quickly changing world and fulfils its mission and vision at its best. Main areas in this regard are good governance, an athlete centred approach, marketing skills, skills and knowledge of administration, finance, project management and event organisation. The IPC as the international governing body of the Paralympic Movement has the responsibility of supporting the organisational development of its Member Organisations.

### 3.1.5 Participation

Participation refers to active measures to ensure the full and meaningful engagement of groups of people so their views are heard and valued in decision making which affects them. It is a common responsibility of the IPC and its member organisations to respect and when possible include and target groups that need particular attention.

### 3.1.6 Sport for development

Sport for development refers to investment and intervention activities which use sport as an instrument to achieve development goals in poverty reduction, education, health, economics, civic affairs, gender justice and conflict resolution among others. In addition activities use sport to empower individuals by helping them gain leadership skills and increase self-esteem. Sport for Development is based on the principles of equality, peace and inclusion with an emphasis on increasing opportunities and improving the standard of living in developing nations.

3.2 The development activities of the IPC and the Agitos Foundation shall focus on the IPC's Strategic Goal of "Athlete Development" which promotes the IPC and its member organisations as athlete centred organisations. Fundamental principles regarding development within the Paralympic Movement are:

#### 3.2.1 Athlete development



Athlete development within the Paralympic Movement is based on the importance of organisational development, sport development and of the balanced participation by gender, age and impairments. As outlined in 3.2.3 athlete development applies to all performance levels and is not restricted to elite athletes. The Paralympic Games being the core business of the IPC, athlete development by the IPC and its members also has to result in high performance athletes to inspire and excite the world.

### 3.2.2 “Twin track” approach to promote gender balance

Low participation of women within the Paralympic Movement and the benefits of such participation, in particular for girls and women with impairment as Paralympic athletes, demand great attention and efforts to achieve gender balance. All development activities shall be gender mainstreamed and programmes that foster the empowerment of women in the Paralympic Movement at all levels shall moreover be implemented.

### 3.2.3 Grass roots to elite sport development

IPC acknowledges the importance of the full spectrum of opportunities for athletes with impairment from the grassroots level to the elite. Without sport development at the grass roots level elite athletes cannot be identified and systematically develop into elite athletes. Successful elite athletes in turn act as a catalyst for sports participation at the grass roots level and from a young age onwards.

### 3.2.4 The Paralympic Games

The Paralympic Games are the pinnacle of the career of Paralympic athletes and a motivation for many to participate or engage in Paralympic sports. They also represent the most visible element of the Paralympic Movement and its values. The Paralympic Games need to be used to raise awareness and their worldwide media coverage needs to be further increased to fully make use of the Games’ importance. World championships of Paralympic sports further gain importance and need to equally look at the multiplying effects of awareness raising and media coverage to drive the development of the Paralympic Movement forward.



### 3.2.5 Social inclusion

Paralympic sport is a vehicle to address negative cultural beliefs and stigma faced by people with impairments. It can foster social inclusion and address some of the barriers faced by people with impairments. The Paralympic Movement can also greatly benefit from leveraging sport for development and education components into its development work to jointly raise social awareness and contribute to the development of a more equitable society with respect and equal opportunities for all individuals, to help converting the UN Convention on the Rights of People with Disabilities into reality and empower Paralympic athletes to act as role models.

### 3.2.6 Sustainability

All development initiatives shall be assessed in terms of their sustainability. It is the IPC's and Agitos Foundation's aim to implement programmes and projects with a high grade of sustainable outcomes. To achieve this, partner organisations and beneficiary IPC member organisations have to be carefully and strategically selected and all development activities to be monitored and evaluated on a consistent basis.