Inclusion Policy

Version March 2025

Introduction

For the purposes of this policy 'inclusion' means access for all. It means recognising differences between individuals / groups and providing opportunities for them to participate in Athletics and Running regardless of those differences, whether this is as a participant, coach, leader, official, volunteer or member of staff.

Alchester Running Club embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want our club to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status.

We will develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.

The Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate at our club.

We will seek to ensure that we comply with the Equality Act 2010 and the characteristics protected by it (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity) and encourage our members to do so. We will seek to include everyone regardless of whether they have a protected characteristic or not.

Our aim is to provide an environment where everyone feels:

- welcome
- represented
- included in decision making
- able to participate
- safe and free from discrimination, bullying, harassment and vilification

Aims

The aims of this Inclusion Policy are:

- to promote the development of knowledge and understanding of diversity, equity and inclusion amongst our members, leaders, volunteers and event organisers by the provision of appropriate guidance and training

- to guide and support the integration of inclusive practice into our core programmes and activities
- to contribute towards growing and sustaining numbers of people from under-represented groups participating within our club
- to promote inclusion within running wherever possible and in accordance with the provisions of the Equality Act
- to adopt inclusive practice within our competitions and events.
- to promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

Commitments

- We will not tolerate discrimination, harassment, bullying or victimisation
- We will actively identify and reduce barriers to participation for under-represented groups
- We will consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation
- We will ensure under-represented groups are given the opportunity to participate in all aspects of our club
- We will provide opportunities for all in coaching, officiating and leadership positions.

There are a number of measures that we will take to ensure that we are working under the guidance of this Policy and within the requirements of the Equality Act (2010).

We will provide a welcoming environment

- we will think positively about how we can include people rather than focusing on potential barriers to participation
- we will consider how our club is promoted, for example, by providing information in formats which are accessible and by using appropriate imagery
- we will encourage people to contact us to discuss their needs and requirements to facilitate inclusion and ensuring that we consider what reasonable adjustments could be made to enable them to participate

- we will develop the knowledge and understanding of key leaders and other volunteers, of diversity, equity and inclusive practice by providing appropriate guidance and training

We will talk to people

- so far as is reasonably possible, we will consult with relevant groups and with individuals about their needs and requirements
- we will not make assumptions and will try to speak to people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made

We will make reasonable adjustments

- we will make such reasonable adjustments are required to make an event/activity accessible
- we will demonstrate that every effort has been made to enable everyone to participate and that inclusion has been our priority

Complaints and Disputes

For further information please see our Grievance and Disciplinary Policy. All concerns, allegations or reports of malpractice, or of abuse relating to the welfare of children or adults at risk will be recorded and responded to swiftly and appropriately in accordance with the Club's and England Athletics's policies and procedures. The Welfare Officers shall be the lead Officers for all Members in the event of any safeguarding concerns.