

# Inclusion Policy

**For the purposes of this policy ‘inclusion’ means access for all. It means recognising differences between individuals and / or groups and providing opportunities for them to participate in athletics and running regardless of those differences, whether this is as a member, guest participant, coach, leader, or official.**

## Introduction

Winchester 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 *continue* to 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.

This Inclusion Policy is intended to reinforce our existing commitment to inclusivity and promote opportunity for everyone to participate at our club.

We will seek to ensure we comply with the Equality Act 2020 and the characteristics protected by it (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage, civil partnership, 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; and
- Safe and free from discrimination, bullying, harassment and vilification (whether this is face to face or on social media controlled by the Club).

## Aims

The aims of this Inclusion Policy are:

- To guide and support the integration of inclusive practice within the club and its activities.

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our participants, leaders, coaches, officials, volunteers, together with competition and event organisers by providing appropriate access to guidance and training provided by our governing bodies (England Athletics and UK Athletics, and successors of these organisations).
- To contribute towards growing and sustaining numbers of people from under-represented groups participating within our club.
- To promote inclusion within athletics and running where possible in accordance with the provision of the Equality Act. The chairperson is typically the most senior official role in a club and fulfils a range of duties dealing with overall management of club affairs. The chairperson leads the club to achieve their vision, short term and long term goals.
- To adopt inclusive practice within our competition and events.
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

## **Commitment**

We will:

- Actively seek to identify and reduce barriers to participation in club activities to ensure everyone can partake.
- Not tolerate discrimination, harassment, bullying or victimisation.
- Consult with our governing bodies (and any successor bodies, organisations or groups) to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of our club, including providing 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 the 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 we will ensure we consider what reasonable adjustments could be made to enable them to participate.
- We will develop the knowledge and understand of key officials, coaches, leaders and other volunteers of disability, equity and inclusive practice by providing guidance access to guidance and training provided by our governing bodies (England Athletics and UK Athletics, and successors of these organisations).

**We will talk to people.**

- We will encourage people to tell us about any specific needs.
- We will, so far as reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- We will not make assumptions and will try and speak to people about the reasonable adjustments they believe might be made to enable them to participate to the fullest extent possible and to discuss how these could be made.

**We will make reasonable adjustments.**

- We will demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- If reasonable adjustments are required to make a club activity accessible, then we will make those reasonable adjustments.