

# Inclusion Policy

## 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, or volunteer.

**HEADINGTON ROADRUNNERS** accepts 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 to be able to run with us, whatever their age, 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 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. 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 the Inclusion Policy are:

- To have an understanding of disability, equity and inclusion amongst our participants, leaders/coaches, officials, volunteers and competition/event organisers by the provision of appropriate guidance. To guide and support the integration of inclusive practice into our core club/group programmes and activities, should this be possible for us.
- To contribute towards growing and sustaining numbers of people from all groups participating within our club.

- To promote inclusion within Athletics and Running wherever possible and in accordance with the provisions 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 promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

## **Commitment**

We will;

- Not tolerate discrimination, harassment, bullying or victimisation.
- Identify and reduce barriers to participation for all groups.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure all groups are given the opportunity to participate in all aspects of our club.
- Provide opportunities for all in coaching, officiating and leadership positions.
- There are a number of measures that we will look to 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 all people.
- We will consider how our club is promoted.
- We will develop the knowledge and understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance, so far as is reasonably possible.

## **We will talk to people**

- We will, so far as is reasonably possible, consult with relevant groups and with prospective individuals.
- 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 demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority, should this be possible for us.
- If reasonable adjustments are required to make an event/activity accessible, then we will look into those reasonable adjustments.