

Inclusion Policy

The information provided in this template is designed to provide clubs with a starting point from which to create and adapt an inclusion policy that represents the aims of the individual club and its members.

Introduction

For the purposes of this policy, inclusion means that everyone is respected and welcome to participate in the sessions and activities arranged by the club and will not be discriminated against, as per the Equality Act 2010. We will always endeavour to make reasonable adjustments to welcome and include everyone; and encourage people to share any information regarding their protected characteristics as set out by the Equality Act 2010, so that reasonable adjustments can be considered as far as is safe and practicable within the purposes of the running club. Meltham AC is a running club for people who are over 18.

We will ensure that we provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.

We will focus on creating an inclusive environment, recognising difference and diversity and taking reasonable steps to remove barriers to participation.

Our aim is to provide an environment where everyone feels:

- Welcome
- Represented
- Included in the decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

Aims

The aims of the Inclusion Policy are:

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our participants, leaders/coaches, officials, volunteers and competition/event organisers by the provision of appropriate guidance and training. To guide and support the integration of inclusive practice into our core club/group programmes and activities.

- To contribute towards growing and sustaining numbers of people from under-represented 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 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;

- Not tolerate discrimination, harassment, bullying or victimisation.
- Ensure under-represented 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 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 listen to you
- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- We will consider how our club/group 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 understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.

We will talk to people

We will, so far as is reasonably possible, consult with relevant groups and with prospective 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 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 an event/activity accessible, then we will make those reasonable adjustments wherever safe and practicable.