



Club Standard 5: Inclusion and Diversity 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 club member, coach, leader, official or volunteer.

Istead and Ifield Harriers (the Club) embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want the Club to be equally accessible to all members of society over 18 years of age, regardless of gender, ability, disability (where appropriate for a road and trail running club), ethnicity, nationality, sexual orientation, religion or other beliefs, and social/economic status.

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 the Inclusion and Diversity Policy are:

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our members, 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 programmes and activities.
- To welcome all people, including those 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.
- To adopt inclusive practice within our competition and events.

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 members to be involved in coaching, officiating and leadership positions if they so wish.

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 understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance.

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 or activity accessible, then we will make those reasonable adjustments.

Adopted: March 2022

To be reviewed on: March 2025

This policy should be read in conjunction with the following Club Standards:

Constitution

Committee and Club Supporting Roles and Responsibilities

Grievance and Disciplinary

Privacy Notice (GDPR)

Safeguarding Codes of Conduct

Health and Safety including Risk Assessments

Social Media