



Inclusion Policy

INTRODUCTION AND AIMS

1. 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.
2. Spenborough & District AC 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.
3. This policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate at our club. 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.
4. 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. We aim to promote inclusion within Athletics and Running wherever possible and in accordance with the provisions of the Equality Act.
5. 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.

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6. We aim 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.
7. We will look towards growing and sustaining numbers of people from under-represented groups participating within our club.
8. We will look to adopt an inclusive practice within our competition and events, where practical, within the restrictions of the facilities available to us.
9. We aim to build close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

CLUB COMMITMENT

1. The Club will not tolerate discrimination, harassment, bullying or victimisation.
2. We will identify and reduce barriers to participation for under-represented groups.
3. We will, so far as is reasonably possible, consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation. We will consult with relevant groups and with prospective individuals about their needs and requirements
4. 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 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.

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5. The Club will 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.
6. We will encourage positive thinking about how the Club can include people rather than focusing on potential barriers to participation and consider how the Club is promoted.
7. We will provide appropriate guidance and training where necessary to develop the knowledge and understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice.
8. We will demonstrate that reasonable efforts have been made to enable everyone to participate and that inclusion not exclusion has been the priority. Where reasonable adjustments are required to make an event or activity accessible, then we will endeavour to make those reasonable adjustments.
9. Spenborough & District AC will endeavour to ensure that the membership of the Club is working under the guidance of this Policy and within the requirements of the [Equality Act \(2010\)](#).