



# 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 running regardless of those differences, whether this is as a participant, coach, leader, Club management or volunteer.

Bournville Harriers 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 adult (over 18) members of society, whatever their age, disability, gender, race, ethnicity, religion or belief, sexual orientation, 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 reinforce our existing commitment to inclusivity and to promote 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. 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 victimisation.

## **Aims**

The aims of the Inclusion Policy are:

- To guide and support the integration of inclusive practice into our core Club/group programmes and activities.
- To promote inclusion within running wherever possible in accordance with the provisions of the Equality Act.
- To adopt inclusive practice within our competition and events.

## **Commitment**

We will;

- Actively seek to identify and reduce barriers to participation in Club activities for individuals.
- Not tolerate discrimination, harassment, bullying or victimisation.
- 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 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 e.g. 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 talk to people**

- We encourage people to tell us about any specific needs.
- 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 to the fullest extent possible and to discuss how these could be made.

**We will make reasonable adjustments**

- We will demonstrate that every reasonable 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.