

## **Bure Valley Harriers Inclusion Policy**

'Inclusion' means access for all; it means recognising differences between individuals / groups and providing opportunities for them to participate in athletics regardless of those differences, whether as a participant, coach, leader, official or Member.

Bure Valley 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 everyone, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status.

### **Policy aims**

We have a focus on inclusion, not exclusion, to ensure we provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.

We aim to comply with the Equality Act 2010 and the characteristics protected by it (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) and expect our Members to do so. We 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 and represented, with the opportunity to participate, safely and free from discrimination, bullying and harassment.

The aims of our 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 providing appropriate guidance and training.
- To guide and support the integration of inclusive practice into our core Club/group programmes and activities.
- To contribute to 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 2010.
- 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 practices within our club.

## **Commitment**

Bure Valley Harriers will:

- Not tolerate discrimination, harassment, bullying or victimisation - all Club members have a responsibility to oppose discriminatory behaviour and promote equality
- Actively identify and reduce barriers to participation for under-represented groups.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- 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.
- Take any incidence of discriminatory behaviour seriously, dealing with them according to our disciplinary procedure.

## **Measures**

There are several measures 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
- Think positively about how we can include people rather than focusing on potential barriers to participation.
- Consider how our club/group is promoted (for example, by providing information in formats which are accessible and by using appropriate imagery).
- 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.
- 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.
- As is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- 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.
- Make every effort to enable everyone to participate and demonstrate that inclusion, not exclusion, is our priority.
- Make reasonable adjustments, if they are required, to ensure an event/activity is accessible.

## Policy Version History

Version	Description of Changes	Date Approved	Next Review Due
1.0	First version of policy	01 April 2022	01 April 2024
2.0	No changes	29 April 2024	01 April 2026
3.0	No changes	31 January 2026	01 April 2028