



Inclusion Policy

Introduction

For the purposes of this policy 'inclusion' means access for all. It means recognising differences between individual 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 the committee.

Lordshill Road Runners embraces diversity 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 sexuality, gender, ethnicity, race, disability, social/economic status or age.

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 promote a change in attitudes and perceptions and to improve opportunities for everyone to participate at Lordshill Road Runners.

We will ensure that we comply with the Equality Act 2010 which can be found here <https://www.gov.uk/guidance/equality-act-2010-guidance> and the characteristics protected by it which are: sexual orientation, sex, race, gender reassignment, religion or belief, marriage and civil partnership, disability, pregnancy and maternity & age, and insist our members and volunteers do so as well. We will include everyone regardless of whether they have a protected characteristic or not.

Our aim is to provide an environment where everyone feels:

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

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 as much as possible.
- To guide and support the integration of inclusive practice into our club 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.
- 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.

Commitments

We will:

- Not tolerate discrimination, harassment, bullying or victimisation.
- Actively identify and aim to reduce barriers to participation for under-represented groups to ensure that these are given the same opportunity to be involved in all aspects of our club.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Provide a welcoming environment and opportunities for all in coaching, officiating and leadership positions.
- 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.
- 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 demonstrate that every effort has been made to enable everyone to participate and that reasonable adjustments are made wherever possible.