**BUCKLEY RUNNERS 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 Athletics and

Running regardless of those differences, whether this is as a participant, coach, leader, official,

volunteer or committee member.

**Statement**

Buckley Runners Club (BRC) 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.

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 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, civil partnership, 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.

**Aims**

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.

**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.

▪ To guide and support the integration of inclusive practice into our core club/group

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.

**Commitment**

We will;

▪ Not tolerate discrimination, harassment, bullying or victimisation.

▪ 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.

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. 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 and

training.

**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 ha0073 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.