



# Blaydon Harrier and Athletics Club Inclusion Policy

## 1. Introduction

For the purposes of this Policy, *inclusion* means ensuring access for all. It is about recognising, respecting and valuing difference, and removing or reducing barriers that may prevent people from participating fully in athletics and running.

Blaydon Harrier and Athletics Club (the Club) embraces diversity and is committed to providing a safe, inclusive, accessible and welcoming environment for everyone. We aim to ensure that our Club is open to all, regardless of age, disability, sex, gender identity, race, ethnicity, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity, or socio-economic background.

This Policy reflects the guidance, values and expectations of England Athletics (EA) and UK Athletics (UKA), and supports our compliance with the Equality Act 2010.

## 2. Policy statement

The Club seeks to create an environment where everyone feels:

- welcomed and respected;
- safe and free from discrimination, bullying, harassment and victimisation;
- able to participate, contribute and progress;
- represented and listened to; and
- confident that concerns will be taken seriously.

We adopt an *inclusion-first* approach, focusing on what can be done to enable participation rather than on perceived limitations.

## 3. Legal and regulatory context

The Club will comply with the Equality Act 2010 and recognises the protected characteristics set out within it:

- age;
- disability;
- gender reassignment;
- race;
- religion or belief;
- sex;
- sexual orientation;

- marriage and civil partnership; and
- pregnancy and maternity.

We also align this Policy with EA and UKA guidance on equality, diversity and inclusion, safeguarding, club standards and duty of care.

## **4. Aims of the Inclusion Policy**

The aims of this Policy are to:

- promote understanding of inclusion, equity and diversity across the Club;
- guide the integration of inclusive practices into all Club activities;
- increase participation from groups that are under-represented in athletics and running;
- embed inclusive practice within competitions, events and training;
- support volunteers, coaches and officials through guidance and learning;
- promote positive attitudes and behaviours; and
- build partnerships that help remove barriers to participation.

## **5. Our commitments**

The Club will:

- not tolerate discrimination, harassment, bullying or victimisation in any form;
- actively identify and seek to reduce barriers to participation;
- take concerns about inclusion seriously and address them promptly;
- ensure fairness, dignity and respect in all Club activities;
- provide opportunities for participation, development and leadership for all;
- encourage representation from diverse groups within Club roles and decision-making; and
- review our practices regularly to ensure continuous improvement.

### **5.1. Creating a welcoming environment**

We will:

- promote the Club in ways that reflect diversity and inclusion, including the use of appropriate language and imagery;
- provide information in accessible formats wherever reasonably possible;
- encourage prospective and existing members to discuss individual needs and requirements;
- consider and implement reasonable adjustments to support participation;
- ensure facilities, activities and communications are as inclusive as practicable; and
- support coaches, officials and volunteers to develop inclusive knowledge and skills.

## **5.2. Consultation and engagement**

Where reasonably practicable, the Club will:

- listen to and engage with individuals about their needs and experiences;
- avoid making assumptions about what people can or cannot do;
- involve participants, parents or carers (where appropriate) in discussions about support or adjustments; and
- seek advice from external partners or governing bodies when specialist input is required.

## **5.3. Reasonable adjustments**

The Club recognises its duty to make reasonable adjustments where required. We will:

- take steps to remove or reduce barriers to participation;
- assess requests fairly and objectively;
- balance individual needs with safety and practical considerations; and
- prioritise inclusion wherever it is reasonable to do so.

Reasonable adjustments will be considered on a case-by-case basis and reviewed as circumstances change.

## **6. Behaviour and conduct**

All members, volunteers and participants are expected to:

- uphold this Inclusion Policy;
- treat others with dignity and respect;
- challenge inappropriate language or behaviour where safe to do so; and
- report concerns in line with the Club's Grievance, Disciplinary and Safeguarding policies.

Breaches of this Policy may be addressed under the Club's disciplinary procedures.

## **7. Responsibility and implementation**

The Club Committee is responsible for implementing this Policy and ensuring it is communicated effectively. All members share responsibility for creating and maintaining an inclusive culture.

## **8. Review**

This Inclusion Policy will be reviewed periodically to ensure it remains compliant with legislation, governing body guidance and best practice, and continues to meet the needs of our members.