



# Bourton Roadrunners

## **Inclusion and diversity 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 or, volunteer or member of staff.

Bourton Roadrunners 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, 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.

Our inclusion and diversity policy is intended to promote:

- a change in attitudes and perceptions
- an all-embracing spirit within the club as a whole and individually by members
- opportunities for everyone to participate in 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
- able to participate
- safe and free from discrimination, bullying, harassment and vilification

## **Aims**

The aims of our inclusion and diversity policy are:

- to promote knowledge and understanding of disability, equity and inclusion amongst our participants, leaders/coaches, officials, volunteers and competition/event organisers
- 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 in our club
- to promote inclusion in athletics and running wherever possible and in accordance with the provisions of the Equality Act
- to adopt inclusive practice within our competitions and events

## **Commitment**

We will:

- not tolerate discrimination, harassment, bullying or victimisation
- we will be positive about how we can include people rather than focusing on potential barriers to participation
- actively identify and reduce barriers to participation, making reasonable adjustments where we need to
- encourage people to contact us to discuss their needs and requirements
- develop our knowledge and understanding of disability, equity and inclusive practice by providing appropriate guidance and training