



INCLUSION AND DIVERSITY POLICY

Introduction

1. Shepshed Running Club embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible, and equitable. The club wants to be 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.
2. The club is an adult running club and does not cater for children, under the age of 16.
3. For the purposes of this policy 'inclusion' means access for all adults. It means recognising differences between individuals / groups and providing opportunities for them to participate in running wherever possible, regardless of those differences.
4. The club will focus on inclusion, not exclusion, and ensure that everyone can participate as fully as possible, as they are able, and to actively promotes attitudes and perceptions to support this.
5. The club will seek to ensure that it complies 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 its members to do so.
6. The club will seek to include everyone regardless of whether they have a protected characteristic or not.
7. The objective is to provide an environment where everyone feels:
 - Welcome

- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment, embarrassment, and vilification.
- Respected, physically and psychologically safe and comfortable

Aims

8. The aims of the Inclusion Policy are:
 - To promote the development of knowledge and understanding of disability, equity and inclusion amongst members and guests by the provision of appropriate guidance
 - To contribute towards growing and sustaining numbers of people from under-represented groups within the club.
 - To promote inclusion within running wherever possible and in accordance with the provisions of the Equality Act.
 - To adopt inclusive practice within all club activities and events.
 - To promote working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

Commitment

9. The club will
 - Not tolerate discrimination, harassment, bullying, disrespect 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 any barriers to participation.
 - Ensure under-represented groups are given the opportunity to participate in all aspects of our club.
 - Provide opportunities for all in run leading and committee roles.

- Provide a welcoming and psychologically safe environment for everyone.
10. The club will consider how it is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.
 11. The club will encourage people to discuss their needs and requirements to facilitate inclusion and will ensure we consider what reasonable adjustments could be made to enable them to participate.
 12. We will develop the knowledge and understanding of key officials, run leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.
 13. The club will make reasonable adjustments to make an event/activity accessible.