



HA&CC ATHLETIC SECTION INCLUSION POLICY

MARCH 2023

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 regardless of those differences, whether this is as a participant, coach, leader, official, volunteer or member of staff.

HA&CC Athletic Section embraces diversity, inclusion 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.

The Athletic Section constitution sets out our commitment to inclusion and diversity as follows:

The Athletic Section adopts the following Sport England definition of sports equity;

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society”.

The Athletic Section respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The Athletic Section is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All Athletic Section members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

This Inclusion Policy is intended 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 and civil partnership and pregnancy and maternity) and encourage our members to do so.

We endeavour 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
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, or harassment.

Aims

The aims of this 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 wherever possible and in accordance with the provisions of the Equality Act 2010.
- To adopt inclusive practice within our competition and events, and within our decision making processes at every level within the Athletic Section
- 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. Allegations of such behaviour will be dealt with in accordance with the Complaints and Grievance Policy, and may be considered disciplinary matters
- 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, to include financial support to cover the costs of relevant courses.

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.
- If reasonable adjustments are required to make an event or activity accessible then we will make those reasonable adjustments.

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.

SIGNED: *Matt Allen*

CHAIR OF HA&CC ATHLETIC SECTION

DATED: MARCH 2023