REDHILL ROAD RUNNERS

Inclusion and Diversity Policy.

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 member of staff.

England Athletics embraces diversity and difference and is committed to providing Athletics

and Running opportunities that are safe, inclusive, accessible, and equitable. We want

Athletics and running to be equally accessible to all members of society, whatever their

age, disability, gender, race, ethnicity, sexuality, or social/economic status.

We will continue to develop a focus on inclusion, not exclusion, and ensure that we provide

appropriate advice to members to ensure that everyone can participate as fully as possible

within Athletics and Running.

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

• Included in decision making

• Able to participate

• Safe and free from discrimination, bullying, harassment, and vilification.

AIMS

The aims of the Inclusion Policy are:

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

programmes and activities.

• To contribute towards growing and sustaining numbers of people from under-represented groups participating within Athletics and Running.

• To promote inclusion within Athletics and Running wherever possible and in accordance

with the provisions of the Equality Act.

• To adopt inclusive practice within competition and events.

• To provide support and guidance to participants, leaders/coaches, officials, competition/

event organisers and other volunteers to promote the development of inclusive practice

and to enhance participation.

• To promote the development of knowledge and understanding of disability, equity and

inclusion amongst participants, leaders/coaches, officials, volunteers, and competition/

event organisers by the provision of appropriate guidance and training.

• To promote close working partnerships with relevant groups and organisations to

support the development of inclusive practice within Athletics and Running

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 organisation to facilitate inclusive practices and

remove barriers to participation.

• Ensure under-represented groups are given the opportunity to participate in all aspect of

Athletics and running.

• Provide opportunities for all in coaching, officiating and leadership positions.

• Support member clubs and RunTogether groups to develop inclusive practice.

The Inclusion Policy is intended to promote a change in attitudes and perceptions and to

improve opportunities for everyone to participate in Athletics and Running. 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 athletics and running are 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 staff, club/group or event

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 has 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.

Diversity Policy.

At Redhill Road Runners we work to grow opportunities for everyone to experience running, to enable them to reach their full potential.

This includes:

Improved female and ethnically diverse representation within our own club structure.

Delivery of education and training for our members across equality and diversity, unconscious bias and mental health.

Enhanced engagement with valued equality partners across the club and our sport

To improve equality, diversity and inclusion in athletics and running we will:

Ensure that the principles of equality and diversity are owned and are embedded throughout the running club.

Improve our understanding of equality and diversity issues within our organisation by better understanding the equality profile of our sport and organisation

Raise awareness of and embed the principles of equality and diversity throughout our club by regularly reviewing our policies, procedures and practices to ensure they are inclusive and do not discriminate; and provide information for our club members, coaches and officials to help them tackle inequality and discrimination in athletics and running

Understand and tackle barriers for under-represented groups in athletics and bring athletics and running to new audiences. We will encourage all sections of society to participate in our sport.