



Stratford upon Avon Athletics Club Inclusion Policy

February 2022

Statement of Intent

Inclusion and Diversity in Stratford upon Avon Athletics Club (SUAAC) 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.

- SUAAC embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want the club to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status.
- Develop a focus on inclusion, not exclusion, and ensure that the club provides appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.
- The Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate at our club.
- Seek to ensure that we comply with the **Equality Act 2010** and the characteristics protected by it i.e. age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity and encourage members to do so.
- Seek to include everyone regardless of whether they have a protected characteristic or not.

Objective

SUAAC's 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 and vilification

The aims of the 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 SUAAC.
- To promote inclusion within Athletics and Running wherever possible and in accordance with the provisions of the Equality Act.
- To adopt wherever and whenever inclusive practice within our competition and events.
To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within SUAAC.

Responsibilities

Executive

- Ultimately it is the collective responsibility of the respective Executive committee member of the various sections of the club to ensure the Inclusion & Diversity policy is communicated to all member and volunteers and that it is adhered to.
- Athletics is a varied sport i.e. track, road and field and therefore, requires different approaches but responsibilities remain the same.
- Equally this puts the responsibility on everyone associated with SUAAC to ensure a listening and compassionate environment is created to enable all athletes and volunteers engaged in training and competition with the club to meet the objectives of this policy.
- Reference to the Inclusion & Diversity policy must be included in the "Welcome Pack" for new members and included on the SUAAC website.
- The policy is to be reviewed annually by the Club Secretary with the Club Welfare Officers. The Exec committee shall then approve, where appropriate, any changes, and the revised policy communicated via the SUAAC Newsletter and on the website and the "Welcome Pack".

SUAAC Club Welfare Officers:

- **Juniors: Alison Gravelsons**
- **Seniors: Tony Jackson and Sarah Bland**

Commitment

SUAAC will endeavour to;

- Not tolerate discrimination, harassment, bullying 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 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.
- Take measures that take to ensure that we are working under the guidance of the Policy and within the requirements of the Equality Act (2010).

SUAAC will provide a welcoming environment i.e.

- Think positively about how the club can include people rather than focusing on potential barriers to participation.
- Consider how SUAAC is promoted. E.g. by providing information in formats which are accessible and by using appropriate imagery.
- Encourage people to contact the club to discuss their needs and requirements to facilitate inclusion and ensure the club considers what reasonable adjustments could be made to enable them to participate.
- 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.
- SUAAC will, so far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- SUAAC 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.