

North Somerset Athletic Club Inclusion Policy

Reviewed November 2020

North Somerset Athletic Club is an inclusive club and it recognises differences between individuals/groups and provides opportunities for them to participate in Athletics and Running regardless of those differences, whether this is as a participant, coach, leader, official, or volunteer.

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. As a club 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 want 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.

The aims of the Inclusion Policy are:

- To guide and support the integration of inclusive practice into club training 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.

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 organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of Athletics and Running.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Support member clubs to develop inclusive practice