BCR - Inclusion & Diversity Policy.

**Introduction**

For the purposes of this policy ‘inclusion and diversity’ 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.

Black Combe Runners embraces diversity 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.

We will develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.

We will seek to ensure that we comply with the characteristics protected by the [Equality Act 2010](https://www.gov.uk/guidance/equality-act-2010-guidance); 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 and Diversity 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.  To guide and support the integration of inclusive practice into our core club/group programmes and activities.
* To encourage growing and sustaining numbers of people from under-represented groups participating within our club.
* To encourage inclusion within Athletics and Running wherever possible and in accordance with the provisions of the Equality Act.
* To adopt inclusive practice within our competition and events.

**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 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 resonsible positions within the club.

There are a number of measures that we will take to ensure that we are working under the guidance of the Policy.

**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 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 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.

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