

POOLE RUNNERS INCLUSION POLICY

WHO WE ARE

Poole Runners is a volunteer-led running club, serving the Poole and surrounding locations. We are registered with the governing body, England Athletics, and have a member-elected Committee which oversees the running of the club and its governance.

INTRODUCTION

Poole 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.

To us, '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 differences, whether as a participant, coach, leader, official or volunteer.

We aim to focus on inclusion 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 [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. We will follow England Athletics' guidance in respect of transgender athletes competing in club competitions.

OUR AIM

Our aim at Poole Runners is to provide an environment where everyone feels welcome; represented; included; able to participate, and safe and free from bullying, discrimination, harassment and victimisation.

We aim to promote inclusion within Athletics and Running wherever possible, and in accordance with the provisions of the Equality Act, for our training, events and competitions.

We aim to contribute towards growing and sustaining our members from all groups, including those who may be under-represented.

We aim to promote development of knowledge and understanding on disability, equity and inclusion amongst our members, coaches and volunteers through appropriate guidance and training.

We aim to work closely with relevant groups and organisations to support our knowledge and development of inclusive practice at Poole Runners.

OUR COMMITMENT

We will not tolerate bullying, discrimination, harassment and victimisation.

We will identify and reduce barriers to participation for under-represented groups.

We will liaise with relevant groups and organisations to facilitate inclusive practices and remove barriers to participation, along with developing knowledge and understanding for our key roles (i.e. Coaches, Committee Members, Officials etc.)

We will ensure, wherever possible, that under-represented groups are given the opportunity to participate in our club.

We will provide opportunities for all, in coaching, officiating and leadership positions.

We will think positively about how to include people rather than focus on any barriers to participation.

We will consider how we promote our club and provide information in formats which are accessible, wherever possible.

We will encourage members/prospective members to contact us to discuss their needs and requirements to facilitate inclusion. We will ensure we consider what reasonable adjustments could be made to enable participation.

We will not make assumptions and aim to speak to people about any reasonable adjustments they may need to enable appropriate participation.

REASONABLE ADJUSTMENTS

Wherever possible, Poole Runners will demonstrate that every effort has been made to enable everyone to participate in our club activities. If reasonable adjustments are required to make events/activities accessible, then we will aim to make those reasonable adjustments.

If Poole Runners are unable to accommodate any adjustments, we will communicate clearly the reasons for this decision to all parties involved.

Poole Runners understands that for some activities, coaches must go through specialist training to deliver safe sessions for some of the characteristics protected by the Equality Act 2010. In the event of Poole Runners not being able to deliver a session safely for these groups, we will signpost more appropriate, existing clubs where these sessions are delivered to ensure that the individual has access to Athletics and Running.

CONTACT INFORMATION

Please use the Poole Runners Facebook Page to message us, or email membership@poolerunners.co.uk.

For any concerns, complaints or grievances regarding Inclusion, please see our Raising and Resolving Problems Policy on our website.