

Canterbury Harriers Inclusion Policy

Introduction

For the purposes of this policy 'inclusion' for the Canterbury Harriers means access to athletics for all, recognising differences between individuals / groups and providing opportunities for full participation whether as athlete, coach, official or volunteer. We want our club to be equally accessible to all of our community over the age of 16, disability, gender, race, ethnicity, sexual orientation, marriage and civil partnership or social/economic status.

Our Inclusion Policy is intended to promote positive attitudes to ensure there are opportunities for everyone to participate and create an environment where everyone feels welcome, valued as an individual and free from discrimination.

We will endeavour to comply with the [Equality Act 2010](#) and will seek to include everyone in our activities regardless of whether they have a protected characteristic within the Act or not.

The Chair of Canterbury Harriers and the Harriers Management Committee have responsibility for the implementation of this Policy which will be reviewed annually.

Aims

Our aims involve:

- Promoting the development of knowledge and understanding of all aspects of equality and inclusion amongst our participants, leaders/coaches, officials, volunteers, and competition/event organisers. We will do this by the provision of appropriate guidance to support the integration of inclusive practice into all activities.
- Increasing and sustaining numbers of people from under-represented groups participating within our club and adopt inclusive practice within our competition and events.
- Promoting close working partnerships with relevant groups and organisations (such as England Athletics) to support the development of inclusive practice within our club.
- Providing opportunities for all in coaching, officiating and leadership positions.
- Promoting our Club using information in formats which are accessible and by using appropriate imagery and language.

Our Commitment in Fulfilling the Policy

We will:

- Not tolerate and will challenge discrimination, harassment, bullying or victimisation.
- Where possible, identify any barriers to participation for under-represented groups.
- Ensure under-represented groups are given the opportunity to participate in all aspects of our club.

- Positively include people rather than focusing on potential barriers to participation.
- Operate an open-door approach to encourage people to contact us to discuss their needs and requirements and to consider what reasonable adjustments could be made to enable them to participate.
- Consult, as far as is reasonably possible, with relevant groups and with prospective members about their needs and requirements to join and take part in Club activities.
- Not make assumptions about prospective members and, following discussion with them, will attempt to make reasonable adjustments they believe might enable them to participate.
- Demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- Endeavour to make reasonable and affordable adjustments to make access possible to all of our activities.
- Encourage all Harriers members to actively participate in the fulfilment of this Policy.