

Inclusion Policy

Introduction:

For the purposes of this policy 'inclusion' means access for all women. It means recognising differences between women and providing opportunities for them to participate in Running regardless of those differences, whether this is as a participant, leader, or Club Committee member.

Women on the Run 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 adult women, whatever their age, disability, 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 all women can participate as fully as possible.

The Inclusion Policy is intended to promote positive attitudes and perceptions and to improve opportunities for all women to participate at our club.

We will seek to ensure that we comply with the [Equality Act 2010](#) and the characteristics protected by it and encourage our members to do so. We will seek to include all women regardless of whether they have a protected characteristic or not.

Our aim is to provide an environment where women feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

Aims:

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 promote inclusive Running wherever possible and in accordance with the provisions of the Equality Act

- To adopt inclusive practice within our events
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

Commitment:

We will:

- Not tolerate discrimination, harassment, bullying or victimisation
- Identify and reduce barriers to participation for under-represented groups
- Ensure under-represented groups are given the opportunity to participate in all aspects of our club
- Provide opportunities for all in leadership positions.

There are a number of measures that we will take to ensure that we are working under the guidance of the Policy and within the requirements of the [Equality Act \(2010\)](#).

We will provide a welcoming environment:

- We will think positively about how we can include women rather than focusing on potential barriers to participation
- We will consider how our club is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery
- We will encourage women 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 support the development and understanding of leaders and club committee members, of disability, equity and inclusive practice by providing appropriate guidance and training.

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 women 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 reasonable 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.