



Diversity & Inclusion Policy

This policy applies to all members of South Cheshire Harriers Running Club, regardless of length of membership.

This policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to fully participate at our club.

This policy does not form part of the terms & conditions of membership and it may be amended at any time. Any significant changes to this policy will be clearly communicated to members in a timely fashion.

If you have difficulty understanding this policy due to a disability or because English is not your first language, you should discuss the situation with our Diversity & Inclusion team as soon as possible by emailing: welfare@southcheshireharriers.org.uk.

Version 1.1

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1. What is meant by Inclusion?

Inclusion is where people's differences are valued and used to enable all members of the club to thrive. Inclusion helps all members to feel a sense of belonging without having to conform, that their contribution to the club matters irrespective of their background, identity, or circumstances

2. What is meant by Diversity?

Diversity means recognising differences between individuals or groups and providing opportunities for members to participate in Athletics and Running regardless of those differences, whether this is as a participant, coach, leader, official, volunteer or member of staff.

3. Our Approach

South Cheshire Harriers embrace inclusion and diversity and are 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, sexuality, or social/economic status.

We foster a mindset of inclusion, not exclusion, and endeavour to embrace individual differences to ensure that we provide appropriate advice to members and volunteers, enabling everyone to participate as fully as possible.

We 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 also comply.

We seek to include everyone regardless of whether they have a protected characteristic or not.



4. Aims

The aims of this Policy are:

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our members, 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 contribute towards growing and sustaining numbers of people from under-represented groups participating within our club.
- To promote 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.
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

5. Our 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 all in coaching, officiating and leadership positions.



- Provide an environment where everyone feels welcome, represented, included in decision making, able to participate and feel free from discrimination, bullying, harassment and vilification.
- Think positively about how we can include people rather than focusing on potential barriers to participation.
- Consider how our club/group is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.
- 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.
- Develop the knowledge and understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.
- So far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- 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.
- Demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- Ensure that if reasonable adjustments are required to make an event/activity accessible, then we will make those reasonable adjustments.