



Inclusion and Diversity Policy

Adopted December 2021

For the purposes of this policy 'inclusion' means access to all. It means recognising differences between individuals/groups and providing opportunities for them to participate in athletics regardless of those differences, whether this is as a participant, coach, leader, official, or volunteer.

Tamar Trotters embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We aspire that our club be equally accessible to all members of society, whatever their age, disability, race, ethnicity, sexuality or economic status. We will develop a focus on inclusion providing appropriate advice to members and volunteers to encourage participation. This inclusion policy is intended to promote best practice in order to improve participation and enjoyment.

Tamar Trotters endeavours to ensure compliance 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/maternity). We 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.

Goals

- To promote the development of knowledge and understanding of disability, equity, and inclusion amongst our participants, leadership/coaches, officials and volunteers by supporting access to appropriate guidance and training.
- To guide and support the integration of inclusive practice into our core training, races and social activities.
- To contribute towards growing and sustaining numbers of people from unrepresented groups participating within our club.
- To promote inclusion within athletics whenever possible and in accordance with the provisions of the equality act.
- To adopt inclusive practice within our competitions and 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.
- 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

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

Providing a welcoming environment:

- We will think positively about how we can include people rather than focussing 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 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 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.

We will listen and talk to people:

- So far as reasonably possible, consult with relevant groups and 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 and seek to 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, then we will make those reasonable adjustments.