



Hoad Hill Harriers Running Club Inclusion And Diversity Policy

For the purposes of this policy 'inclusion' means access for all. It means recognising differences and providing opportunities for participation in running regardless of those differences, whether this is as a participant, coach or leader.

Hoad Hill Harriers Running Club is committed to providing opportunities that are safe, inclusive, accessible, and equitable, regardless of gender, age, ability, race, ethnicity, religious belief, sexuality or social/economic status. (Our club is open to people aged 15 and over).

The aim of this policy is to ensure that everyone is treated fairly and with respect. Hoad Hill Harriers is responsible for setting standards and values to apply throughout the club at every level. Running belongs to and should be enjoyed by anyone who wants to participate in it.

Our aim is to provide an environment where everyone feels welcome, represented, able to participate, safe and free from discrimination, bullying and harassment.

Hoad Hill Harriers will not tolerate discrimination, harassment, bullying or victimisation. All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity. The club will deal with any discriminatory behaviour seriously according to club disciplinary procedures.

The Club will think positively about how we can include people rather than focusing on potential barriers to participation. 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.

October 2022