



**BLACKHEATH & BROMLEY HARRIERS AC**

**EQUITY, DIVERSITY & INCLUSION POLICY**

**INTRODUCTION**

The Club's stated **purpose** is to create a sustainable and welcoming environment in which the pursuit of athletics, running and other fitness activities by members of the Club and the Community can thrive and its **mission** is to provide the facilities and attract, develop and support the volunteers and athletes necessary to achieve competitive success for those who seek it and rewarding participation opportunities for **all**.

These principles act as the cornerstone of all of the activities in the Club and we should accordingly embrace diversity and difference and be committed to providing athletics and running opportunities that are safe, inclusive, accessible and equitable.

We will continue to develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members to ensure that everyone can participate as fully as possible within the Club's activities. Equity, Diversity and Inclusion ('EDI') will be observed in all Club policies and codes of conduct for all Club members.

We will seek to ensure that we comply with the relevant legislation covering the protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity) and encourage our Club members to do so. The athletics activities of the club will be conducted in accordance with UK Athletics rules.

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 and harassment (whether this is face to face or on social media - see the Club's social media policy for more information).

## **OUR AIM**

The aims of this Policy are:

- To guide and support the integration of inclusive practice into Club activities.
- To contribute towards growing and sustaining numbers of people from under-represented groups
- To adopt inclusive practice within competition, active and social events.
- To encourage and support fair competition for all.
- To provide support and guidance to all Club members, and our coaches, officials, competition/ event organisers and other volunteers to promote the development of inclusive practice and to enhance participation.
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within athletics and running.
- To promote the development of knowledge and understanding of disability, equity and inclusion amongst Club members, our coaches, officials, volunteers and competition/ event organisers by the provision of appropriate guidance and training.

## **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 organisation to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspect of Club activities
- Provide opportunities for all in coaching, officiating and leadership positions.

## **OUR COMMITMENT**

The Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in Club activities.

### **We will provide a welcoming environment**

- We will think positively about how we can include current Club members and actively encourage membership from under- represented communities and groups.
- We will consider how Club activities are 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 staff, Club/group or event officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.

### **We will communicate**

- 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 Club members 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 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.

### **Procedures and Governance of Equity, Diversity & Inclusion**

Diversity and Inclusion should be the joint responsibility of the Trustees and the Club Executive Committee (with day-to-day responsibility led by the Chair of Active Athletics).

An Equity, Diversity & Inclusion Panel, comprised of members of the Club, will meet (x3 p.a) to discuss developments and to take a sense-check of current initiatives underway to ensure that they are in line with the Policy and ethos of the Club. This Panel will be led by the relevant Chair (above) and will feature talks by external speakers or other invited guests from outside of the panel.

The responsible Chair will act as Chair of the EDI Panel, who will submit an (annual) report to the Trustees and Club Executive Committee.

Any breaches of the EDI Policy may result in disciplinary procedures being initiated against the Club member in accordance with existing policies and procedures.

The EDI Policy will be updated in line with legislation, and with reference to the EDI Panel and the Club Executive Committee.

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