

HEREFORD COURIERS INCLUSION POLICY

Introduction

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

Hereford Couriers Running Club embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We are committed to providing a safe, welcoming, and inclusive environment, where all members and volunteers are able to participate, treated with dignity and respect, and included in decision-making.

In line with the principles of England Athletics[1], we do not tolerate discrimination, harassment, bullying or victimisation. We welcome people regardless of age, disability, ethnicity, race, religion or belief, sex, sexual orientation, gender identity, marital or pregnancy status, or socio-economic background. We will 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 do so. We will seek to include everyone equally, regardless of whether they have a protected characteristic or not.

Aims

At all times reflecting the Equality Act 2010 and guidance issued by England Athletics, the aims of this Inclusion Policy are:

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our members, run leaders, /coaches, officials, and volunteers by the provision of appropriate guidance and training.
- To guide and support the integration of inclusive practice into our core club practices including clubruns, training, and any additional /group programmes and activities.
- To contribute towards growing and sustaining members from under-represented groups participating within our club, to ensure everyone feels represented.
- To promote inclusion within athletics and running wherever possible. The chairperson is typically the most senior official role in a club and fulfils a range of duties dealing with overall management of club affairs. The chairperson leads the club to achieve their vision, short- term and long-term goals.

- To adopt inclusive practice within our club-hosted competitions and events[2] ; and.
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practices within our club and amongst our members, run leaders, /coaches, officials, and volunteers.

Commitment

We will: ;

- Not tolerate discrimination, harassment, bullying or victimisation and would request members to report any such behaviours to the club's appointed Welfare Officer if these occur;
- Actively identify and reduce barriers to participation in our club activities (such as clubruns, training sessions, and club organised activities) 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 club activities (such as clubruns, training sessions, and club organised activities); and.
- Provide appropriate opportunities for members in coaching, officiating and leadership positions (where required for the benefit of the club, and where adequate club funds permit such opportunities).

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

Our club environment

We will:

- Welcome new members and help them feel part of the club, and treat everyone fairly and with respect.
- Encourage participation at all abilities, from beginners to experienced runners.
- Promote a positive, supportive and inclusive club culture.
- Consider how our club is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.

- 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.

Open communication

- We will, so far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements. We encourage members to notify us if they have any additional needs and requirements, which will be dealt with on a confidential basis.
- Any concerns will be taken seriously and managed fairly, sensitively and, where possible, confidentially, in accordance with the club's policies and England Athletics guidance.

Reasonable adjustments for club activities

- Where possible and within the remit of the Committee, we will make reasonable efforts to enable everyone to participate in club activities (such as clubruns, training sessions, and club organised activities) in an inclusive manner.
- If a member notifies us that reasonable adjustments are required to make a club activities (such as clubruns, training sessions, and club organised activities) accessible for them and to enable them to participate, then we will endeavour to make those reasonable adjustments (acting reasonably).

Policy reviewed August 2026. Next review March 2027.