



Inclusion Policy for Black Country Runners

Introduction

‘Inclusion’ in this policy refers to ensuring access for everyone. It involves acknowledging individual and group differences and creating opportunities for participation in Athletics and Running, whether as a runner, coach, leader, official, volunteer, or staff member, regardless of those differences.

Black Country Runners is dedicated to embracing diversity and fostering an environment that is safe, inclusive, accessible, and equitable. Our goal is to make our Club welcoming to all members of society, irrespective of age, disability, gender, race, ethnicity, religion or belief, sexual orientation, or socio-economic background.

We are committed to promoting inclusion over exclusion, providing tailored guidance to members and volunteers to ensure maximum participation. This Inclusion Policy aims to shift attitudes, challenge perceptions, and enhance opportunities for everyone to engage with our Club.

We will strive to comply with the Equality Act 2010, respecting its protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity) and encouraging our members to do the same. Our commitment extends to including everyone, whether they have a protected characteristic or not.

Our aim is to create an environment where everyone feels:

- Welcomed and valued
- Represented in Club activities
- Involved in decision-making processes
- Empowered to participate fully
- Safe from discrimination, bullying, harassment, or vilification

Aims

The objectives of the Inclusion Policy are:

- To enhance knowledge and awareness of disability, equity, and inclusion among participants, coaches, officials, volunteers, and event organizers through targeted guidance and training.
- To embed inclusive practices within the Club’s core programs and activities.



- To increase and sustain participation from under-represented groups within the Club.
- To champion inclusion in Athletics and Running, aligning with the Equality Act 2010.
- To ensure inclusive practices are adopted in our competitions and events.
- To build strong partnerships with relevant organizations to support and advance inclusive practices within the Club.

The Club Chairperson, as the senior official, will lead efforts to achieve these aims, overseeing the Club's vision, short-term objectives, and long-term goals.

Commitment

We will:

- Prohibit all forms of discrimination, harassment, bullying, or victimisation.
- Actively identify and dismantle barriers to participation for under-represented groups.
- Collaborate with expert partners and organizations to promote inclusive practices and eliminate participation barriers.
- Ensure under-represented groups have opportunities to engage in all aspects of Club activities.
- Provide pathways for all members to take on roles in coaching, officiating, and leadership.

To uphold this policy and the Equality Act 2010, we will implement the following measures:

Creating a Welcoming Environment

- We will focus on enabling participation by addressing barriers proactively rather than emphasizing limitations.
- We will promote the Club using accessible formats and inclusive imagery to reflect our commitment to diversity.
- We will invite individuals to contact us to discuss their specific needs, ensuring we explore reasonable adjustments to facilitate their involvement.



- We will provide training and resources to key officials, coaches, leaders, and volunteers to build their understanding of disability, equity, and inclusive practices.

Engaging with People

- Where feasible, we will consult with relevant groups and individuals to understand their needs and preferences.
- We will avoid assumptions and engage in open dialogue to identify reasonable adjustments that enable participation.

Making Reasonable Adjustments

- We will prioritize inclusion, making every reasonable effort to ensure everyone can participate.
- When adjustments are needed to make an event or activity accessible, we will implement those changes to support participation.