



INCLUSION AND DIVERSITY POLICY

INTRODUCTION

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

Andover Athletic Club embraces diversity and is committed to providing as far as is reasonably possible opportunities that are safe, inclusive, accessible, and equitable. We aim for our club to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, religion or belief, sexual orientation or social/economic status.

We focus on inclusion, not exclusion and ensure that we provide appropriate advice to members and volunteers to ensure that everyone can participate and reach their potential as fully as possible in all the opportunities available at the Club.

We seek to ensure that we comply with the Equality Acts 2010 and 2021 and the characteristics protected by them (age, disability, gender reassignment, race, ethnicity, religion or belief, gender, sexual orientation, marriage/civil partnership and pregnancy/maternity) and encourage our members to do so. We will seek to include everyone regardless of whether they have a protected characteristic or not.

Aims

The aims of the Inclusion and Diversity Policy are:

- To encourage the development of knowledge and understanding of disability, equality and inclusion amongst our participants, coaches, officials, volunteers, spectators and competition/event organisers
- To guide and support the integration of inclusive practice as appropriate into our core club/group programmes and activities
- To contribute as far as possible towards growing and sustaining numbers of people from under-represented groups participating within our club
- To promote inclusion within athletics wherever possible and in accordance with the provisions of the Equality Acts 2010 and 2021
- To adopt inclusive practice within our competition and events
- To facilitate close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

The Club is committed to providing an environment where everyone feels:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.



To improve diversity and inclusion the Club will:

- Ensure that the principles of inclusion and diversity are embedded throughout our governance.
- Improve our understanding of inclusion and diversity issues within our organisation by better understanding the equality profile of our sport and organisation.
- Raise awareness of and embed the principles of inclusion and diversity throughout our organisation by regularly reviewing our policies, procedures and practices to ensure they are inclusive and do not discriminate.
- Act to implement the Grievance and Disciplinary Policy where this policy is found to have been breached.

Adopted at the AGM 20.10.2022