



Inclusion Policy

Introduction

Dragons Running Club (Leeds) embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible, and equitable. We want 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 will develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members and leaders to ensure that everyone can participate as fully as possible.

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 regardless of whether they have a protected characteristic or not.

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, harassment and vilification

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



Aims

The aims of the Inclusion Policy are:

- To promote inclusion within Running wherever possible and in accordance with the provisions of the Equality Act.
- To adopt inclusive practice within our competitions and events.

Commitment

We will:

- Not tolerate discrimination, harassment, bullying or victimisation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of our club.
- Provide opportunities for all in coaching and leadership positions to ensure the eradication of discrimination within our club and within running.

We will provide a welcoming environment

- 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 coaches/leaders, committee and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.
- We will consider how our club is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.

We will talk to people

- We will, so far as is reasonably possible, consult with prospective individuals about their needs and requirements.
- We will not make assumptions and will try to speak to people 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 or activity accessible, then we will make those reasonable adjustments.