



Inclusion Policy

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 participant, coach, leader, official, volunteer or member of staff.

Herts Phoenix Athletic Club embraces diversity and is committed to providing opportunities that are safe, inclusive and accessible. We want our club to be equally accessible, wherever possible, to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status.

We aim to focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members and volunteers 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.

Our aim is to provide an environment where everyone feels:

- Welcome
- Included
- Represented
- Able to participate
- Safe and free from discrimination or bullying

Herts Phoenix AC aims to

- promote the development of knowledge and understanding of disability, equity and inclusion amongst our participants, leaders/coaches, officials, volunteers and competition/event organisers by the provision of appropriate guidance and training.
- promote inclusion within Athletics and Running wherever possible, including training, competitions and events
- work alongside other relevant groups or organisations to develop inclusivity within the club
- provide a welcoming environment for everyone
- consider how the club is promoted so formats are accessible for all

We will not, as a club, tolerate any form of bullying (see our anti bullying policy) and aim to reduce barriers for under represented groups by thinking positively about inclusion rather than finding potential barriers to exclude certain groups or individuals.

People will be welcome to contact Herts Phoenix Athletic Club to discuss their needs or requirements and reasonable adjustments that allow participation will be considered.

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