



LFR 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 running regardless of those differences.

LFR is committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

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.

This policy will be reviewed following significant changes to legislation or after a maximum of three years have elapsed from the previous review.

Aims

The aims of the Inclusion Policy are:

- To ensure that everyone is treated fairly and with respect and that LFR is equally accessible to them all
- To promote inclusion within Athletics and Running wherever possible and in accordance with the provisions of the Equality Act.

Commitment

We will:

- Not tolerate discrimination, harassment, bullying or victimisation
- Undertake immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate.
- Actively identify and reduce barriers to participation within the club for under-represented groups.
- Promote and support training and awareness opportunities to ensure eradication of discrimination within the club and within running.
- Think positively about how we can include people rather than focusing on potential barriers to participation.
- 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.
- 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.

This policy should be read in conjunction with the following other club policies:

- Code of Conduct
- LFR Operational Guidance
- Complaints Procedure

Approved: At Committee Meeting 8th April 2021