Ambleside Athletics Club - 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 fell running activities regardless of those differences, whether this is as a participant, coach, official or volunteer.

Ambleside AC 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, gender, race, ethnicity, religion or belief, sexual orientation, or social/economic status. In respect of disability, the club wishes to be accessible as far as it can, but recognises that some forms of disability will limit or prevent individuals from participating in some fell running activities.

We will have a 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.

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.

We will:

- Not tolerate discrimination, harassment, bullying or victimisation.
- Provide opportunities for all in coaching, officiating and leadership positions.
- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- 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.
- If reasonable adjustments are required to make an event/activity accessible, then we will make those reasonable adjustments.