



## **Tynedale Harriers & Athletics Club Diversity and Inclusion Policy**

### **Commitment**

Tynedale Harriers aims to provide all runners and athletes the opportunity to achieve their best through its excellent facilities, qualified coaches, social interaction, and competitions.

### **Equality Act 2010**

The Equality Act came into force in 2010 and provides a modern single legal framework which protects people from discrimination, whatever their age, disability, gender, race, ethnicity, sex or social status. Our Diversity and Inclusion policy below sets out guidelines how we will promote access for everyone.

Tynedale Harriers will:

- Provide opportunities that are safe, inclusive and accessible
- Recognise differences between individuals and groups and facilitate participation
- Provide an environment which is free from discrimination, prejudice, intimidation, and all forms of harassment including bullying.
- Not tolerate discrimination at any levels including on account of disability, harassment, bullying or victimization.
- Promote changes in attitudes and perceptions, to improve opportunities and break down barriers to participation. We want everyone to feel welcome.

The club and all those that represent Tynedale Harriers & Athletics have a responsibility, both morally and legally, not to discriminate against individuals.


### **Inclusion and Diversity Aim**

Tynedale Harriers will:

- promote the development of knowledge and understanding of disability, equity and inclusion.
- Guide and support inclusive practice into core club activities.
- Contribute towards under-represented groups within the club.
- Adopt inclusion within competitions and events.
- Promote a working partnership with groups to support the development of inclusion within the club.
- We will encourage participants to discuss with us their particular needs to support inclusion and look at any adjustments the club may be able to make.

If participants have any doubt about inappropriate treatment under this policy, then they are asked to contact the clubs welfare officers at [welfare@tynedaleharriers.com](mailto:welfare@tynedaleharriers.com) as soon as possible. Issues can also be raised to all coaches and committee members who will pass on the information to the welfare officers to investigate.

Internal practices and procedures will be reviewed on an annual basis, to ensure best practice and to take account of changes in employment legislation.

Signed ..........

Date 14/6/2022

Next Review Date .....14/6/2023.....