

## **Lingfield Running Club (LRC) – inclusion policy review December 2022**

England Athletics (EA) has introduced a set of Club Standards to which it expects members to commit.

One of these is Standard 5 - Inclusion & Diversity. It expects clubs to have an Inclusion Policy which outlines how the club will make reasonable adjustments for everybody to take part as well as promote a change in attitudes and perceptions towards the characteristics protected under the Equality Act (2010).

In April 2022, LRC took the template policy and made some slight alterations to badge it as an LRC policy document. On 26 May 2022, this committee agreed to put an inclusion policy discussion on a future agenda.

This report highlights key commitments of the current policy, what the club is doing, seeks to identify where we can do more, and how we communicate this with members and potential members.

The policy states that our aim is to provide an environment where all members feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.

We state that there are several measures that we will take to ensure that we are working under the guidance of the Policy and within the requirements of the Equality Act (2010).

### We will provide a welcoming environment

- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- We will consider how our club/group 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 relevant groups and with prospective individuals about their needs and requirements.

We will make reasonable adjustments

- We will demonstrate that every effort has been made to enable members to participate and that inclusion not exclusion has been the priority.

| <b>Pledge</b>           | <b>What we do</b>  | <b>What we could do</b>  | <b>Communication</b>  |
|-------------------------|--|--|---|
| a welcoming environment | <ul style="list-style-type: none"> <li>• Welcome email</li> <li>• Up-to-date website</li> <li>• Weekly newsletter</li> <li>• Members' handbook</li> <li>• Free VSSC membership</li> <li>• Free parking</li> </ul>  | <ul style="list-style-type: none"> <li>• Make it easier to apply for membership</li> <li>• Welcome email introducing committee, coaches</li> <li>• Promote handbook</li> <li>• Ensure club base is accessible</li> <li>• Review newsletter format</li> </ul> | <ul style="list-style-type: none"> <li>• Newsletter, Facebook and website items</li> <li>• Committee minutes and AGM</li> </ul> |
| talk to people          | <ul style="list-style-type: none"> <li>• Weekly newsletter</li> <li>• Dedicated Facebook page</li> <li>• Welfare officer recruitment</li> <li>• Standing 'Welfare' item on committee agenda</li> <li>• Publicise Committee details and meetings</li> </ul> | <ul style="list-style-type: none"> <li>• Clarify grievance/complaint procedure</li> <li>• Survey members who left in last 12 months for their views</li> </ul>   | <ul style="list-style-type: none"> <li>• Newsletter, Facebook and website items</li> <li>• Committee minutes and AGM</li> </ul> |
| reasonable adjustments  | <ul style="list-style-type: none"> <li>• Risk assessment in place</li> </ul>   | <ul style="list-style-type: none"> <li>• Survey members who joined in last 12 months for their views</li> <li>• Review club base accessibility</li> <li>• Review coaching venue accessibility</li> </ul>   | <ul style="list-style-type: none"> <li>• Review and publish results – 'you said, we did'</li> <li>• AGM</li> </ul>              |
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