Diversity, Equity and Inclusion Policy

Introduction

Tunbridge Wells Harriers is committed to creating an inclusive, welcoming and respectful environment for everyone involved in our club.

As an affiliated running club, we are proud to be part of a wider athletics community that brings people together through shared participation, wellbeing, and a passion for running/athletics

We recognise that diversity strengthens our community and are dedicated to ensuring that all individuals feel valued, supported, and able to participate fully in club life. This policy reflects our commitment to promoting equality, embracing diversity, and fostering inclusion across all aspects of our activities.

We will promote compliance with the Equality Act 2010, including preventing discrimination on the grounds of the protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity) and will encourage our members to do the same. We are committed to inclusion for all.

For the purposes of this policy:

- "**inclusion**" refers to creating an environment where everyone has equitable access to opportunities and feels welcomed, respected, and valued. This includes recognising and embracing differences and ensuring meaningful opportunities for participation in athletics and running—whether as a participant, coach, leader, official, volunteer, or member of staff.
- "**diversity**" refers to the range of differences between individuals and groups, including (but not limited to) characteristics such as age, disability, gender, race, ethnicity, sexual orientation, religion, and socio-economic background.
- "**equity**" refers to providing fair and appropriate support, access, and opportunities, recognising that individuals may have different needs and starting points. It involves taking action to reduce barriers so that everyone can participate fully.

Aims

This Inclusion Policy is intended to promote positive attitudes and behaviours, challenge preconceptions and improve opportunities for all to engage with and participate in our club.

Our aim is to create an environment where everyone feels:

• welcome

• represented

• included in decision-making

• able to participate

• safe and free from discrimination, bullying, harassment and victimisation

This policy aims to encourage the club to:

- promote equality of opportunity for all members and volunteers, regardless of background or identity
- foster a culture of inclusion, respect, and belonging within the club
- create a safe, welcoming environment where everyone feels valued and supported
- encourage participation in [athletics and running] at all levels, including increasing participation from under-represented groups
- prevent and address discrimination, harassment, and exclusion
- embed inclusive practices across all club activities, programmes, events, and decision-making
- promote awareness and understanding of diversity, equity, inclusion, and disability through guidance and training
- ensure competitions and events are delivered in an inclusive and accessible way
- set clear expectations for behaviour and support positive conduct across all club activities
- develop and maintain effective partnerships with relevant organisations and communities to support inclusion and strengthen inclusive practices within the club

Scope:

This Diversity, Equity and Inclusion (EDI) Policy forms part of the England Athletics Club Standards and is a mandatory requirement for all clubs.

The purpose of this policy is to set out the EDI expectations and ambitions of Tunbridge Wells Harriers, supporting an inclusive environment for all members and volunteers and ensuring that all club activities align with these principles.

Governance:

This policy has been prepared by Tunbridge Wells Harriers and will be reviewed annually by the Club Welfare Officer to ensure it remains relevant, effective, and aligned with best practice.

All members are expected to adhere to this policy when participating in club activities or representing the club. Any breaches of the policy may result in appropriate disciplinary action being taken against the member, including the possibility of membership termination in accordance with the club's Disciplinary Policy.

Any queries or concerns relating to this policy should be directed to the Club Welfare Officer

For further questions or to access additional support and resources, please contact the Club Welfare Officer welfare@twharriers.org.uk

Resources:

- **Equality Act 2010 and explanatory notes**
- **The EHRC Codes of Practice**

Our Commitment

We are committed to creating an inclusive and welcoming environment for all. We will:

- not tolerate discrimination, harassment, bullying, or victimisation
- actively identify and take steps to reduce barriers to participation, particularly for under-represented groups
- work with relevant organisations and expert partners to support inclusive practices and remove barriers to open participation
- ensure under-represented groups have opportunities to participate across all aspects of the club
- provide inclusive pathways and opportunities acrcoss all areas of the club, including participation, coaching, officiating, and leadership roles

We will take a proactive and continuous approach to embedding these commitments, ensuring our practices align with this policy and the requirements of the relevant equality legislation and codes of practice.

Creating a Welcoming Environment

We will:

- take a positive and proactive approach to inclusion, focusing on enabling participation
- ensure our communications and promotional materials are accessible and reflective of diverse communities
- encourage individuals to contact us to discuss their needs and consider appropriate support or reasonable adjustments
- support the ongoing development of coaches, leaders, officials, and volunteers through guidance and training on equity, inclusion, and diversity.

Listening and Engaging

We will:

- where reasonably practicable, consult with individuals and communities to better understand their needs and requirements and enhance participation

- avoid making assumptions and instead engage in open, respectful conversations about how best to support individuals

Reasonable Adjustments

We will:

- take reasonable steps to enable participation, with inclusion as a core priority in decision-making
- where reasonable adjustments are identified, take steps to implement these