



Inclusion Policy

Introduction

- For the purposes of this Inclusion Policy (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.
- Sunderland Strollers Running Club (the “**Club**”) embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable.
- The Club should be equally accessible to all members of society, whatever their age (bearing in mind the Club is for adults only), disability, gender, race, ethnicity, religion or belief, sexual orientation, or social/economic status.
- The Club will focus on inclusion, not exclusion, and ensure that it provides appropriate advice to its Members to ensure that everyone can participate as fully as possible.
- The Club will seek to ensure that it complies 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 its Members to do so. The Club will seek to include all adults regardless of whether they have a protected characteristic or not.
- The Club’s aim is to provide an environment where Members feel welcome, represented, included in decision making, able to participate and safe and free from discrimination, bullying, harassment and vilification.

Aims

The aims of this Policy are:

- to promote the development of knowledge and understanding of disability, equity and inclusion amongst the Club’s Members by the provision of appropriate guidance and training;
- to guide and support the integration of inclusive practice into the Club’s core club/group programmes and activities;
- to contribute towards growing and sustaining numbers of people from under-represented groups participating within the Club; and

- to promote inclusion within running wherever possible and in accordance with the provisions of the Equality Act.

The Club's Chair will lead the Club to achieve its vision, short term and long-term goals and to:

- adopt inclusive practice within the Club's competitions and events; and
- promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within the Club.

Commitment

The Club is committed to creating a culture in which diversity and inclusion is valued and Members are treated with dignity and respect. The Club is also committed to providing equitable treatment to all those it deals with as an organisation.

The Club will:

- not tolerate discrimination, harassment, bullying or victimisation;
- actively identify and reduce barriers to participation for under-represented groups;
- consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation;
- ensure under-represented groups are given the opportunity to participate in all aspects of the Club; and
- provide opportunities for all in coaching, officiating and leadership positions.

There are a number of measures that the Club will take to ensure that it is working under the guidance of this Policy and within the requirements of the Equality Act.

The Club will provide a welcoming environment

The Club will:

- think positively about how it can include people rather than focusing on potential barriers to participation;
- consider how the Club is promoted e.g. by providing information in formats which are accessible and by using appropriate imagery;

- encourage people to contact the Club to discuss their needs and requirements to facilitate inclusion and to consider what reasonable adjustments could be made to enable them to participate; and
- develop the knowledge and understanding of key officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training.

The Club will talk to people

- The Club will, so far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- The Club will 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.

The Club will make reasonable adjustments

- The Club will demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- If reasonable adjustments are required to make an event/activity accessible, then the Club will make those reasonable adjustments.

Misconduct

- The Club takes a strict approach to breaches of this Policy by Members, which will be dealt with in accordance with the Club's Disciplinary and Grievance Policy.
- Serious cases of deliberate discrimination by Members may amount to gross misconduct resulting in termination of membership.

This policy was created:	DATE: July 2024	By: Sarah Lake
This policy was amended:	DATE: September 2025	By: Liz Coley/Sarah Lake
This policy was signed off:	DATE: 10 November 2025	By: Committee