Sunderland Strollers

Equality, Diversity and Inclusion Policy

Introduction

Sunderland Strollers Running Club (the "**Club**") is committed to creating an inclusive, welcoming and respectful environment for everyone involved in the Club.

As an England Athletics ("**EA**") 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.

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 the Club's commitment to promoting equality, embracing diversity, and fostering inclusion across all aspects of its activities.

The Club 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 its 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 running — whether as a participant, coach, leader, official or volunteer.
- "**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 policy is intended to promote positive attitudes and behaviours, challenge preconceptions and improve opportunities for all to engage with and participate in the Club.

The Club's aim is to create an environment where everyone feels welcome, represented, included in decision-making, able to participate; and 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 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; and
- develop and maintain effective partnerships with relevant organisations and communities to support inclusion and strengthen inclusive practices within the Club.

Scope

This policy forms part of EA's Club Standards and is a mandatory requirement for all affiliated clubs.

The purpose of this policy is to set out the expectations and ambitions of the Club in 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 the Club's committee, using a template provided by EA, and will be reviewed annually by the committee 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 Grievance and Disciplinary Policy.

Our Commitment

The Club is committed to creating an inclusive and welcoming environment for all. It 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; and
- provide inclusive pathways and opportunities acrcoss all areas of the club, including participation, coaching, officiating, and leadership roles.

The Club 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

The Club will:

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

Listening and Engaging

The Club will:

- where reasonably practicable, consult with individuals and communities to better understand their needs and requirements and enhance participation; and
- avoid making assumptions and instead engage in open, respectful conversations about how best to support individuals.

Reasonable Adjustments

The Club will:

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

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

Useful contacts

Club Secretary – clubsecretary@sunderlandstrollers.co.uk
Club Welfare Officer – welfare@sunderlandstrollers.co.uk
England Athletics Welfare email: welfare@englandathletics.org

Resources

- Equality Act 2010 and explanatory notes
- The EHRC Codes of Practice
- England Athletics codes of conduct
- Club Constitution October 2025
- Club Grievance and disciplinary policy September 2025

This policy was created:	DATE: July 2024	By: Welfare Officer
This policy was agreed:	DATE:10 November 2025	By: Committee
This policy was revised:	DATE: 31 August 2026	By: Secretary
This policy was signed off:	DATE: 7 September 2026	By: Committee