



Kingfisher Harriers

Equity Policy

- The club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so, the club will adopt the Sports England definition of sport equity:
 - Sport equity is about fairness in sport and equality of access
 - Recognising inequalities and taking steps to address them
 - Challenging the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age ability, gender, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.



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Inclusion Policy

- The club is committed to ensuring that athletes of all abilities are able to participate equitably. The club will develop a focus on inclusion, not exclusion, and ensure that appropriate advice is provided to members to ensure that disabled athletes can participate as fully as possible within the club.
- The club will guide and support the integration of inclusive practice into all club activities in accordance with the provisions of the Equality Act 2010.
- The club will contribute towards growing and sustaining numbers of disabled athletes participating within affiliated clubs and Athletics Networks and Run England groups.
- The club will promote the inclusion of disabled athletes in athletics events and competitions wherever possible.
- The club will provide support and guidance to athletes, leaders/coaches, officials, competition organisers and other club volunteers to promote the development of inclusive practice and to enhance participation.
- The club will promote the accessibility of the club activity locations for disabled people including athletes, officials, coaches and spectators.
- The club will promote the development of knowledge and understanding of disability, equity and inclusion amongst athletes, leaders/coaches, officials, club volunteers and competition organisers by the provision of appropriate training and development.
- The club will promote close working partnerships with disability groups and organisations to support the development of inclusive practice within athletics locally.