

ROTHWELL HARRIERS & AC

INCLUSION POLICY

Rothwell Harriers are committed to ensuring that athletes of all abilities are able to participate equitably within the club where possible. We will seek to develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members to ensure that disabled athletes can participate as fully as possible within our club. We will seek to ensure that we comply with the Equality Act 2010 and encourage members to do so.

Key Aims

- To guide and support the integration of inclusive practice into our clubs programmes and activities
- To contribute towards growing and sustaining numbers of disabled athletes participating within our club
- To promote the inclusion of disabled athletes in running events wherever possible and in accordance with the provisions of the Equality Act
- To influence the development of inclusive practice within competition
- To provide support and guidance to athletes, coaching staff and other club volunteers to promote the development of inclusive practice and to enhance participation
- To promote, where reasonably possible, the accessibility for disabled people at our club
- To promote the development of knowledge and understanding of disability, equity and inclusion amongst athletes, coaching staff and club volunteers and to identify and support training and development needs within our club

The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment that has a substantial and long term adverse effect on his/her ability to carry out normal day-to-day activities.

For these purposes:

- Substantial means neither minor nor trivial
- Long term means that the effect of the impairment has lasted, or is likely to last, for at least 12 months (there are special rules covering recurring or fluctuating conditions)
- Normal day-to-day activities include everyday things like eating, washing, walking and going shopping

People who have had an impairment in the past that meets this definition are also covered by the scope of the Act. There are additional provisions relating to people with progressive conditions.

The ACT highlights that it is unlawful to:

- Discriminate against a disabled person because of their disability
- Treat disabled people unfavourably because of something arising in consequence of their disability, unless such treatment can be justified (i.e. unless the treatment is “proportionate means of achieving a legitimate aim”)

As a Club we are committed to making reasonable adjustments for disabled people to participate within the club in relation to both our service provision and in aiming to overcome any physical barriers of access.

Rothwell Harriers do not have sole use of any one facility. Facilities utilised are through agreements with Local District Councils.

Inclusive Practice

This Inclusion Policy is not just about access to facilities but is intended to promote a change in attitudes and to improve opportunities for disabled people to participate within athletics. There are a number of measures that Rothwell Harriers 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 – establishing a positive and welcoming approach is one of the most effective ways of encouraging disabled people to participate
- We will think positively about how we can include disabled people, rather than focusing on potential barriers to participation
- We will consider how running in general at the club is promoted and will provide information where it is reasonably possible in formats which are accessible to disabled people and by using appropriate imagery.
- Disabled people will be encouraged to contact us to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what reasonable adjustments could be made to enable them to participate. Disabled people will not be told they are not eligible to participate without there having being consideration of what reasonable adjustments could be made to enable them to participate.
- We will aim to develop the knowledge and understanding of key staff, club/group or event officials, coaches, leaders and other volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training

We Will Talk to Disabled People

- We will discuss with each individual about their needs and requirements
- We will not make assumptions and will try to speak to disabled people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made
- If a risk assessment indicates that an event/activity might be unsafe for individuals with particular impairments we will, where possible, try and discuss with any disabled athletes wanting to participate
- We will undertake a review of the accessibility of facilities including car parking, toilets, changing facilities, access to buildings and other facilities and discuss with the facility providers, e.g. Schools or Local Authorities, about the provisions that they have in place to meet the requirements of the Equality Act (2020).

Reasonable Adjustments

- We will demonstrate that every effort has been made to enable disabled people to participate and that inclusion, not exclusion, has been the priority

- If reasonable adjustments are required to make an activity/event accessible then we will make those reasonable adjustments (by way of a general guide, an adjustment is thought unlikely to be reasonable if it is so drastic that it will change the nature of the whole event)
- Adjustments which require additional expense will still be deemed reasonable where the additional expense is relative to our resources. In these circumstances we will bear the additional expense.
- If we consider it is necessary to exclude a disabled person from participating in an activity/event we will ensure that we can justify this decision and any justification will be on the basis of fact, not assumptions, and will be supported by evidence such as a valid risk assessment or previous incidents/experience and discuss with the individual(s)
- If a risk assessment for the activity/event indicates that it is unsafe for a disabled person then the person who has compiled the risk assessment will show all or one of the following:
 - That they have sufficient knowledge or experience in the area of the disability
 - They have consulted with an appropriate disability organisation
 - They have been advised by someone with the necessary knowledge
- Where a risk assessment indicates that having taken into account any reasonable adjustments which could be made, that the event/activity is unsafe for disabled people or of it indicates that the participation of disabled people will make the event/activity unsafe for other participants in the first instance we will generally advise rather than issue an outright directive prohibiting disabled people from taking part and only where absolutely necessary issue a directive.

Rothwell Harriers will aim to provide a positive and sensible approach to risk management to encompass the inclusion of disabled people within activities at the club. The lead coach will have an individual discussion with the person wishing to join the club to determine their needs, experience and abilities and, where appropriate, an individual risk assessment will be completed.

Rothwell Harriers primarily utilises facilities not owned by us. A risk assessment would need to consider that some activities can involve crossing roads, using local recreational or grassland areas and running on pavements adjacent to roads.

Rothwell Harriers are unable to provide 1:1 coaching for any athlete (disabled or able bodied).

Groups are allocated according to age, ability, discipline and experience.

Inclusion of a disabled person may be deemed more appropriate for participation when facilities are utilised at the athletic track.

Rothwell Harriers cannot be held liable, collectively or individually, for any injuries occurred by a person attending the club.

Written by Jo Heseltine Welfare Advisor

Reviewed by Rachael Hughes Welfare Officer April 2021

Review Date April 2024

Version 2