

Edinburgh Triathletes

Inclusion Policy

Introduction

For the purposes of this Policy 'inclusion' means access for all. It means recognising differences between individuals / groups and providing opportunities for them to participate in triathlon and in club activities regardless of those differences.

Edinburgh Triathletes embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want our club to be equally accessible to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or socio-economic status.

We will develop a focus on inclusion, not exclusion, and strive to provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible.

This Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate.

We will comply with the [Equality Act 2010](#) and the characteristics protected by it, and encourage our members to do so. We will seek to include everyone regardless of whether they have a protected characteristic or not.

Our aim is to provide an environment where everyone feels:

- **Welcome**
- **Represented**
- **Included in decision-making**
- **Able to participate**
- **Safe and free from discrimination, bullying, harassment and vilification.**

Aims

The aims of this Inclusion Policy are:

- To promote the development of knowledge and understanding of disability, equity and inclusion amongst our club members, committee, coaches, competition/event organisers and other volunteers by the provision of appropriate information and guidance.
- To guide and support the integration of inclusive practice within our core club activities.
- To contribute towards growing and sustaining numbers of people from under-represented groups participating within our club.
- To promote inclusion within triathlon wherever possible and in accordance with the provisions of the Equality Act.
- To adopt inclusive practice within our competition and events.
- To promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within our club.

Commitment

We will

- Not tolerate discrimination, harassment, bullying or victimisation.
- Actively identify and reduce barriers to participation for under-represented groups.
- Consult with 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 our club.
- Provide opportunities for all in coaching and committee positions.

The Inclusion Policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in triathlon. There are a number of measures that we 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

- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- We will consider how our club is promoted (e.g. by providing information in formats which are accessible and by using appropriate imagery).
- We will encourage people 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.
- We will seek to develop the knowledge and understanding of coaches, committee members and other volunteers of disability, equity and inclusive practice by providing appropriate guidance and, where appropriate, training.

We will consult with other people and organisations

- We will, so far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- We 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.
- We 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 we will make those reasonable adjustments.

Accompanying Policies

This policy should be read in conjunction with the following club policies:

1. Equality Policy (add link once fixed - current link still broken)
2. [Welfare Policy](#)