



City of Portsmouth Athletic Club Inclusion Policy

Aligned with England Athletics Standards

Introduction

For the purposes of this policy, 'inclusion' means access for all. It means recognising differences between individuals and groups and providing opportunities for them to participate in athletics and running regardless of those differences. This applies to all roles within the club, including participants, coaches, leaders, officials, volunteers, and staff.

City of Portsmouth Athletics Club (CoPAC) 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, regardless of their age, disability, gender, race, ethnicity, religion or belief, sexual orientation, or social/economic status.

We strive to promote inclusion, not exclusion, and will provide appropriate advice and support to ensure everyone can participate as fully as possible.

The Inclusion Policy is intended to promote positive change in attitudes and perceptions and to enhance opportunities for everyone to engage with our club.

We are committed to complying 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). Furthermore, we aim to include everyone, whether they hold a protected characteristic or not.

Our aim is to create 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 the Inclusion Policy are:

- To promote the development of knowledge and understanding of disability, equity, and inclusion amongst our participants, coaches, officials, volunteers, and event organisers by providing appropriate guidance and training.
- To guide and support the integration of inclusive practice into our club programmes and activities.
- To grow and sustain the involvement of people from under-represented groups in our club.
- To promote inclusion in athletics and running in line with the provisions of the Equality Act 2010.
- To adopt inclusive practices within our competitions and events.
- To foster partnerships with relevant organisations and groups to support the development of inclusive practices in our club.

Unleash Your Inner Athlete.



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Commitment

City of Portsmouth Athletics 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 organisations to implement inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given opportunities to participate in all aspects of the club.
- Provide equitable opportunities in coaching, officiating, and leadership roles.

We Will Provide a Welcoming Environment

- We will focus on inclusion, exploring ways to remove barriers rather than creating them.
- We will consider how we promote the club, ensuring our information is accessible and uses inclusive imagery.
- We will encourage prospective members to contact us to discuss their needs and ensure we consider reasonable adjustments to enable their participation.
- We will provide training and guidance to key club officials, coaches, and volunteers to enhance their knowledge of disability, equity, and inclusive practices.

We Will Talk to People

- We will, as far as reasonably possible, consult with individuals and groups about their needs and requirements.
- We will avoid assumptions and instead engage with people about reasonable adjustments they feel would enable their participation.

We Will Make Reasonable Adjustments

- Inclusion, not exclusion, will be our priority, and every effort will be made to enable participation.
- Where reasonable adjustments are needed to make events, activities, or facilities accessible, we will make those adjustments wherever feasible.

By adopting this Inclusion Policy, City of Portsmouth Athletics Club reaffirms its commitment to fostering a safe, welcoming, and accessible environment for all, ensuring that everyone can enjoy and benefit from athletics and running.

Last Review: March 2025

Next Review Date: March 2026

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