

## Charter for Diversity and Inclusivity

### Introduction

Otley Athletic Club are committed to the principles of Diversity and Inclusivity in all aspects of our activities. 'Diversity and Inclusion' means access for all, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status.

The Charter has been written with guidance from England Athletics, and is intended to formalise existing practices and improve upon attitudes and perceptions with the goal of improving opportunities for everyone to participate at our club.

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.

### Our Commitment to the Charter

As a whole club, we will:

- Not make assumptions
- Not tolerate discrimination, harassment, bullying or victimisation.
- Actively identify and reduce barriers to participation for all individuals, with a focus on identifying and breaking down any potential barriers to access or participation which could arise as a result of an individual's characteristics.
- Ensure under-represented groups are given the opportunity to participate in all aspects of our club.
- Have a positive, welcoming environment for our members, friends and individuals participating in events we run.
- Make sure new members feel informed, welcome and supported when they join.
- Encourage people to contact their coaches or the club administration to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what adjustments could be made to enable them to participate.
- Offer to develop and assist all members, key officials, coaches, leaders, and other volunteers, with improving the knowledge of disability and understanding of inclusive practices by facilitating reasonable guidance and training.
- Regularly ask for feedback from members, which will be discussed by the club committee, minuted, and acted upon. This feedback and any actions will be clearly fed back to members.
- Cultivate an open and non-judgemental ethos in the club where any issues with inclusion and diversity can be raised.

For further reading, please see:

[England Athletics Policy](#)

<http://www.womeninsport.org/>

<http://www.sportingequals.org.uk/>

<https://www.uka.org.uk/governance/equality-diversity-and-inclusion/>

<https://www.activityalliance.org.uk/>

Otley AC Wellbeing Charter (when available)

V1 –ratified by committee