Haslemere Border Athletics Club (HBAC) – Haslemere Border Young Athletes (HBYA)

Inclusion and Diversity Policy

1. Statement of Commitment

Haslemere Border Athletic Club (HBAC) is fully committed to ensuring that running is accessible, inclusive and welcoming to all. We value diversity and believe that everyone has the right to participate in a safe, positive and respectful environment.

2. Scope

This policy applies to all members, volunteers, coaches, officials, parents and spectators involved with HBAC activities.

3. Our Commitment

HBAC will:

- Promote equality of opportunity in all club activities
- Treat all individuals with dignity and respect
- Oppose all forms of unlawful and unfair discrimination
- Foster an environment free from harassment, bullying and victimisation

4. Protected Characteristics

HBAC recognises the protected characteristics as defined by the Equality Act 2010, including but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex
- Sexual orientation

5. Responsibilities

- The committee has overall responsibility for the implementation of this policy
- Coaches and volunteers are expected to uphold inclusive practice at all times
- Members are expected to behave in a manner consistent with this policy

6. Reasonable Adjustments

HBAC will make reasonable adjustments, where practicable, to enable individuals with disabilities or additional needs to participate fully in club activities.

7. Reporting Concerns

Any concerns relating to discrimination, exclusion or unfair treatment should be reported in line with the HBAC Grievance and Disciplinary Policy.

8. Monitoring and Review

- This policy will be reviewed regularly by the committee
- Feedback from members will be used to improve inclusive practice

Adopted by HBAC Committee: December 2025