



Hercules Wimbledon AC

Inclusion Policy

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 regardless of those differences, whether this is as a participant, coach, official or volunteer.

Hercules Wimbledon AC embraces diversity and is committed to providing opportunities that are welcoming, safe, inclusive, equitable and accessible to all members of society, whatever their age, disability, gender, race, ethnicity, sexuality or social/economic status, and in accordance with the Equality Act.

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

Hercules Wimbledon AC will:

- Not tolerate discrimination, harassment, bullying or victimisation in line with the Club's Constitution, Welfare Policy and Codes of Conduct.
- Actively seek to identify and reduce barriers to participation for under-represented groups.
- Where relevant consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Where possible make reasonable adjustments to make an event/activity accessible.