



Inclusion Policy

Date policy agreed	June 2021
Date policy reviewed	June 2026
Date due for review	June 2028
Produced by	Sam Barlow – Chief Officer
Reviewed by	Vickie Hillier – Deputy Chief Officer

Inclusion Policy

1.0 Introduction

For the purposes of this policy, *inclusion* means access and opportunity for all. It means recognising, respecting and valuing differences between individuals and communities, and creating opportunities for everyone to participate fully in Fitmums and Friends activities, services and programmes — whether as a participant, volunteer, leader, coach, staff member, supporter or trustee.

Fitmums and Friends embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. We want all aspects of our organisation to be welcoming and accessible to all members of society, regardless of age, disability, gender identity, race, ethnicity, religion or belief, sexuality, marriage or civil partnership status, or social and economic background.

This commitment applies across all areas of our work, including our clubs, community programmes, wellbeing initiatives, support services, events and volunteering opportunities. This includes, but is not limited to, activities such as running, walking, cycling, buggy sessions, choir, bereavement support, menopause support, dragon boating, community wellbeing programmes and any future initiatives we develop.

We are committed to creating environments where people feel able to participate as fully as possible and where inclusion is prioritised over exclusion. We will provide appropriate support, guidance and training to help achieve this.

This Inclusion Policy aims to promote positive attitudes and behaviours, remove barriers to participation, and improve opportunities for everyone to engage with Fitmums and Friends in ways that are meaningful to them.

We will seek to ensure that we comply with the Equality Act 2010, including the protected characteristics of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity. We will also seek to include and support people regardless of whether they identify with a protected characteristic.

Our aim is to provide an environment where everyone feels:

- Welcome
- Valued and respected
- Represented
- Included in decision-making
- Able to participate
- Safe and free from discrimination, bullying, harassment and victimisation
- Supported to achieve their potential and wellbeing goals

2.0 Aims

The aims of this Inclusion Policy are:

- To promote the development of knowledge, understanding and awareness of equity, diversity and inclusion amongst our participants, volunteers, leaders, coaches, staff, trustees and partners through appropriate guidance, learning and training.
- To embed inclusive practice across all Fitmums and Friends activities, programmes, services and events.
- To identify and reduce barriers that may prevent people or communities from participating, volunteering or accessing support.
- To grow and sustain participation from under-represented and marginalised groups within all areas of our organisation.
- To ensure inclusion is considered in the planning, delivery and development of all current and future activities, programmes and services.
- To adopt inclusive practices within our events, activities, communications and leadership structures.
- To promote partnership working with organisations and community groups that support inclusive practice and help us reach and support diverse communities.
- To foster a culture where diversity is celebrated and everyone feels a sense of belonging.

3.0 Commitment

3.1 We will:

- Not tolerate discrimination, harassment, bullying, victimisation or exclusionary behaviour.
- Actively identify and reduce barriers to participation and engagement.
- Promote a culture of dignity, respect and kindness across all areas of our organisation.
- Consult with participants, volunteers, staff, community groups and expert organisations to improve inclusive practice and accessibility.
- Ensure people from under-represented groups have opportunities to participate in all aspects of Fitmums and Friends, including leadership and decision-making roles.
- Provide opportunities for all in volunteering, coaching, leadership, mentoring and governance roles.
- Encourage continuous learning and reflection around equality, diversity and inclusion.

3.2 We will provide welcoming and accessible environments

- We will focus on how people can be included, rather than on perceived barriers.

- We will consider accessibility and inclusion when planning activities, programmes, events, venues and communications.
- We will use inclusive language, accessible formats and diverse imagery in our communications and promotional materials wherever possible.
- We will encourage people to contact us to discuss their needs and requirements and will consider reasonable adjustments to support participation.
- We will support volunteers, staff and leaders to develop their understanding of inclusive practice through guidance and training.
- We will recognise that people's experiences and needs may differ and that inclusion may look different in different settings and programmes.

3.3 We will listen and engage

- We will, wherever reasonably possible, consult with participants, volunteers and relevant organisations about their experiences, needs and ideas.
- We will avoid making assumptions about people's abilities, identities or support needs.
- We will work collaboratively with individuals to identify reasonable adjustments and practical solutions that support participation and wellbeing.
- We will value feedback and use it to improve our practices, environments and culture.

3.4 We will make reasonable adjustments

- We will demonstrate that inclusion has been considered and prioritised in the planning and delivery of our activities and services.
- Where reasonable adjustments can help remove barriers to participation, we will make every effort to implement them.
- We recognise that not all barriers are physical and will consider emotional, social, cultural, financial and communication barriers as part of our inclusive practice.

4.0 Related Policies

This policy should be read in conjunction with other relevant Fitmums and Friends policies and procedures, which can be found here:

<https://fitmums.org.uk/club-policies>

Detail of Policy Reviews

[illegible]