Inclusion Policy & Guidelines

1. Inclusion Policy

At Caldicot Running Club we aim to have a membership profile that reflects the wider community of Caldicot and the surrounding area. The club's membership and committee have expressed overwhelming support for welcoming members from diverse backgrounds. To do this we recognise that we need to reach out to all parts of our community to communicate the welcome that our club offers.

2. Inclusion Policy Statement:

Caldicot Running Club prides itself on the welcome and friendliness it offers to every single member and a commitment to be inclusive.

We commit to true sports equity for all ensuring everyone has the opportunity to enjoy running at a level appropriate to them, in an environment free from threat of discrimination, intimidation, harassment and abuse in any form.

The club respects the rights, dignity and worth of every person regardless of age, sex, race, disability, marital or civil partnership status, pregnancy or maternity, religion, socioeconomic status, gender identity, or sexual orientation.

3. Inclusion Guidelines

To achieve this our appointed welfare officers to facilitate this policy, bring together members to capture & maintain our values and integrate them into our club constitution, social media policies and guidelines, The Club shall

1. Listen to our members through surveys, member steering groups & feedback and adjusting policies and procures as appropriate,
2. Encourage and support people with diverse backgrounds & needs to join and enjoy their membership with us.
3. Plan all training, events, communication, opportunities and coaching programmes, to be inclusive
4. Encourage all members to challenge discriminatory behaviour and promote inclusion within the community.
5. Publish procedures and policies on the Club website including Constitution, Social Media Guidelines and Policy and highlight them to members.
6. Request new members abide by the Code of Conduct or Welsh Athletics, Constitution and Club policies.
7. The Club will not tolerate inappropriate behaviour and commit to addressing any breach of our codes of conduct seriously, according to our disciplinary procedures.
1. Encourage new members by offering free trial or taster sessions, couch to 5K
2. Document Change History

Date	Updates	Prepared by	Approved by
03 Sep 23	First issue	Julian Guy	CRC Committee
29 Mar 26	Return to running fitness course removed	Julian Guy	CRC Committee