



Inclusion & Diversity

As a fully inclusive club, Porthcawl Runners embrace diversity and difference and is committed to providing opportunities for all members that are safe, accessible and equitable. At Porthcawl Runners, we want our club to be equally accessible and open to all members, whatever their age, disability, gender, race, ethnicity, religion or belief, sexual orientation or social/economic status.

We are committed to developing a totally inclusive running environment, not one that is exclusive, so that the club can provide appropriate advice to members and volunteers to ensure that everyone can participate as fully as possible in all club activities.

Porthcawl Runners' Inclusion Policy is intended to promote a change in attitudes, behaviours and perceptions to improve opportunities for everyone in the club. The club will ensure that we comply with the Equality Act 2010 and the characteristics protected by it (age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership and pregnancy and maternity) and encourage our members to do so. Within Porthcawl Runners, we will include everyone regardless of whether they have a protected characteristic or not.

Our main aim is to develop and provide an environment where everyone feels:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.