



Inclusion Policy

1. Purpose

This policy sets out the Isle of Man Veteran Athletes' Club's commitment to creating an inclusive environment where individuals have fair and equitable access to participate in athletics and running, in line with the club's objectives and eligibility criteria.

For the purpose of this policy, inclusion means ensuring that all individuals are treated fairly, respected, and able to engage with the club's activities within the framework of the club's rules.

2. Policy Statement

The Isle of Man Veteran Athletes' Club is committed to promoting diversity, equity, and inclusion across all aspects of its activities.

We aim to provide a safe, welcoming, and accessible environment where individuals are treated with dignity and respect, and where barriers to participation are actively identified and reduced.

We seek to ensure that our club is accessible to members of the community regardless of age, disability, gender identity or reassignment, race or ethnicity, religion or belief, sex, sexual orientation, marriage or civil partnership status, pregnancy or maternity, or social or economic background.

This policy supports compliance with the **Equality Act 2017**.

The club operates as a veteran athletes' club and therefore participation in competitive events is restricted to individuals aged 17 and over in accordance with club rules and applicable competition standards. This is a legitimate eligibility requirement and is not intended to be discriminatory.

3. Our Commitment

The club will promote a culture of inclusion, fairness, and respect; provide equal opportunities where eligibility criteria are met; ensure discrimination, harassment, bullying or victimisation is not tolerated; and support individuals through reasonable adjustments where possible.

4. Objectives

The club aims to increase participation from under-represented groups within eligible age categories, embed inclusive practices across all activities, improve awareness of inclusion and equality, ensure inclusive decision-making, and develop partnerships to support inclusive delivery.



The Chairperson, supported by the committee, is responsible for ensuring delivery.

5. Creating an Inclusive Environment

We will promote the club in an inclusive way, encourage individuals to discuss their needs, consider reasonable adjustments, and provide guidance to volunteers and officials.

6. Engagement and Consultation

We will engage with individuals to understand barriers, avoid assumptions, and work collaboratively to identify practical adjustments.

7. Reasonable Adjustments

We will assess needs on a case-by-case basis and implement reasonable adjustments where appropriate, demonstrating that inclusion has been considered.

8. Roles and Responsibilities

All members must uphold this policy and treat others with respect. The Committee is responsible for implementation and review.

9. Monitoring and Review

This policy will be reviewed periodically to ensure effectiveness and compliance with legislation.

10. Breaches of Policy

Breaches may result in action in line with club procedures.