

NEWCASTLE FRONTRUNNERS

Equality and Diversity Policy



1. Background to this Policy

This policy sets out Newcastle Frontrunners' commitment to being an open and inclusive club for all. We recognise the specific difficulties our members may face in participation, which has led to the development of this policy.

The policy was drafted using available guidance from England Athletics and 'best example' policies from equality groups, and other athletic associations (with particular thanks to London Frontrunners). The aim of the policy is to demonstrate to members the commitment of the Club in forwarding equality and diversity, and also as a guide for those with leadership roles within the Club.

2. Organisation aims

Newcastle Frontrunners is welcoming to all prospective members who share our values. Our primary focus is on inclusivity and this should be at the heart of all our activities.

The objects of the Club as stated in our constitution are:

- to promote health and wellbeing through running among lesbian, gay male, bisexual and transgender (LGBT) adults, regardless of race, religion, sex, sexual orientation or physical ability;
- to combat discrimination and homophobia in sport, and to encourage LGBT involvement in the local and sporting community.

3. Participation

The Club shall make all reasonable adjustments to allow a member to participate fully in all Club activities.

a) Confidentiality

In keeping with data protection best practice, members' information that they divulge to the Club will be kept in confidence unless members give permission for it be divulged. Committee members and others in organising positions will have access to members' contact details for club communications, but should not use these for non-club purposes. Any personal data requested by the Club will be for justified reasons and only held for as long as necessary.

Members are required to inform the Club if they believe they may have a medical condition that is a risk to their health and safety. In such cases, the Club may take measures to reduce this risk, making reasonable adjustments or precautions.

The Club may collect data for monitoring purposes, but this will be anonymised where possible.

b) Transgender members

The Club recognises that transgender members have specific challenges in participation, particularly around sensitivities of changing room use and participation in competitive events.

The Club will follow a set of principles to ensure that transgender people can participate in the life of the Club fully and without fear, humiliation or misunderstanding:

- Transgender people will be treated as members of their acquired gender;
- We recognise that whilst some transgender people wish to keep their status a secret, others may be willing to discuss it confidentially or more openly;
- We will engage sensitively with transgender members to discuss their access to the available changing facilities;
- The Club will comply with the policies of the relevant governing bodies regarding transgender people and participation in competitive sport, considering whether it is necessary to exclude a transsexual person from competitive events on the basis of fair competition or safety;
- These principles will be applied to balance the needs of all our members.

c) Facilities

In order to help prospective members, the Club shall publish details of changing and showering facilities that are frequently used.

Gosforth Pool

Changing and showering facilities are available free of charge for NFR members. Separate female/male changing facilities are provided, within each are open plan communal changing and also private cubicle changing facilities. In the male changing rooms there are communal showers as well as a private shower cubicle. In the female changing rooms there are only communal showers. A private disabled accessible shower cubical is available in reception and is available for use by any NFR member regardless of disability or gender identity.

Sports Central at Northumbria University

Changing and showering facilities are available free of charge for NFR members. In both male and female changing rooms there are open plan communal shower and changing facilities, as well as private changing facilities. A private disabled accessible shower cubical is available in reception and is available for use by any NFR member regardless of disability or gender identity.

4. Competitive events

England Athletics/UK Athletics have specific policies relating to participation of transgender members in competitive events. These can be found at:

<http://www.britishathletics.org.uk/media/news/2016-news-page/august-2016/03-08-16-transgender-policy/>

The Club will comply with these policies or the relevant governing body for a specific event.

The following is guidance from England Athletics:

- Transgender athletes only have to declare themselves as such if they are eligible for individual prizes; it follows then that in a team event a transgender athlete has no obligation to declare themselves as such. Further, the onus is on the athlete themselves to 'out' themselves; the Club has no obligation to declare transgender athletes and has a legal duty to respect their right to privacy and to remain undeclared;
- In competitions where individual prizes are available, a transgender athlete may exempt themselves from eligibility for those prizes and in so doing not declare themselves as transgender. If they do not wish to exempt themselves, they will remain eligible until and unless challenged by other athletes or officials of that competition. As above, the onus is on the athlete themselves and the Club has no obligation to declare transgender athletes;
- As it is clear that this is very much a grey area where guidelines and best advice is likely to be in flux, best practice for the Club should be to periodically revisit these guidelines and the current legislation.

5. Spreading equality and diversity

All members, volunteers, leaders, coaches and committee members have a role in furthering the objectives of the Club and in promoting equality and diversity. Where possible the Club shall take all opportunities to promote inclusion, equality and diversity when dealing with external organisations. The Club's constitution sets out that members shall conduct themselves in accordance with our objectives and codes of conduct. The Club therefore encourages all members to be sensitive the needs of other members through their actions and language.

6. Review

The Club welcomes comments and suggestions from members to highlight areas we can improve. This policy shall be reviewed on an annual basis.

Last review: January 2017