

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 promotes equality, diversity and inclusion so that the rights and dignity of all people are respected and that injustice against those who share any of the protected characteristics under the Equality Act 2010 is addressed. We will take all appropriate action under the club's Code of Conduct, with regard to any incidence of discrimination, bullying, intimidation, or harassment.

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

- to promote physical and mental health, and well-being, through running for the benefit of the public among lesbian, gay, bisexual and transgender + (LGBT+) individuals aged 16 and above 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.
- In pursuit of these objectives the Club shall promote equal opportunities.

3. Participation

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

a) Confidentiality

The Club has a Data Protection Policy which stipulates what data is collected, the purposes data is used for, and the manner it is handled and processed.

Where a member discloses their gender identity this shall not be shared without consent.

b) Transgender and non-binary members

The Club recognises that transgender and non-binary 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 and non-binary people can participate in the life of the Club fully and without fear, humiliation or misunderstanding:

- Transgender and non-binary people will be treated as members of their affirmed gender;
- We recognise that whilst some transgender and non-binary 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 and non-binary members to discuss their access to the available changing facilities;
- 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 cubicle is available in reception and is available for use by any NFR member regardless of disability or gender identity. Gosforth Pool (Greenwich Leisure) has adopted Swim England's Transgender policy.

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 changing facilities, as well as private changing and shower facilities. A private disabled accessible shower cubicle is available in reception and is available for use by any NFR member regardless of disability or gender identity.

4. Competitive events

UK Athletics have specific policies relating to participation of transgender and non-binary 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/>

<https://www.uka.org.uk/media/news/2018-news-page/september-2018/04-09-18-non-binary-guidance/>

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

The following is guidance from British 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 to 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 a biennial basis.

Version	Date	Summary of changes
1.0	17/1/16	

2.0	8/1/17	<p>Removed Gateshead Stadium from the regular facilities and added Sports Central</p> <p>Added details of modified accommodation at Gosforth Pool following refurb</p> <p>Updated UKA policy and provided a link to these</p>
3.0	3/2/19	<p>Updated club objects from the latest Constitution</p> <p>Amended confidentiality statement to reflect new Data Protection Policy</p> <p>Amended to include non-binary as well as transgender athletes</p> <p>Updated changing facility availability</p> <p>Updated links to the latest governing body policies</p> <p>Review period biennial in line with other policy reviews</p>
3.1	3/3/19	<p>Removed a paragraph from 3b relating to 4 as was duplication</p> <p>Added Gosforth Pool's adoption of Swim England policy</p> <p>Small typos amended and fonts standardised</p>

Next review March 2021