



# Airienteers Anti-Racism Policy



Our anti-racism policy is designed to sit within a wider inclusion policy which addresses other challenges around equality and diversity. This policy shows we share the **Yorkshire and Humber Anti-Racism in Sport Group's** 'Commitment to tackling racism and racial inequality in community sport in Yorkshire and the Humber.'

Our aim is that this will help Yorkshire and the Humber be the kindest, friendliest and most inclusive place to take part in sport.

## Introduction

Our Diversity and Inclusion statement: The Airienteers are committed to fostering an inclusive and respectful environment for all individuals associated with the club including members, participants, coaches, officials and supporters. We firmly believe in promoting diversity, equity, and social justice. Our aim is to provide an environment where everyone feels:

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

This Anti-Racism Policy outlines our dedication to eradicating racism from our club and the steps we take to ensure a safe and welcoming atmosphere for everyone involved.

## Commitment

- We unequivocally condemn all forms of racism, discrimination, and harassment.
- We commit to maintaining a zero-tolerance stance towards any behaviours, actions, or language that perpetuate racism.
- We will ensure that every member of the Airienteers is treated fairly and equally, regardless of their race, ethnicity, nationality, colour, religion, or background.
- All individuals will have equal opportunities to participate, compete, and contribute to the club's activities.
- We will create a welcoming club environment for all.
- We will consider how our club is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.

## Reporting and Handling Incidents

- Any incidents of racial discrimination or harassment should be reported to club officials who will then inform the designated welfare lead immediately.
- The confidential method for reporting incidents of racism or discriminatory behaviour will be via our welfare officer ([welfare@aire.org.uk](mailto:welfare@aire.org.uk)). This will be promoted throughout the club.
- All reports of racism will be thoroughly and impartially investigated.

- The club will take appropriate action against individuals found responsible for such behaviour, which may include disciplinary measures such as suspension or expulsion. Behaviour that might breach the law could be reported to the relevant authorities.
- Advice and referral from necessary governing bodies and support organisations will take place where appropriate.
- We are committed to supporting individuals who experience racism within our club. We will support them through the investigation process and any actions taken.

## **Review**

This policy will be reviewed in February 2025 in line with club policy to ensure its effectiveness and relevance to our commitment to tackling racism and racial inequality.

We believe that by implementing this policy, we contribute to a fairer, more inclusive sport community that stands against racism and embraces racial equality.

Feedback from club members and stakeholders will be sought to improve the policy's implementation.

**By adhering to this Anti-Racism Policy, the Airmen's committee is committed to creating a safe, diverse, and inclusive environment for all involved in the club.**

Signed: Liz Carter

Club role: AIRE Chair

Date: 29<sup>th</sup> February 2024

Review date: February 2025

## **Club information:**

Designated officer: Faye Pinker

Reporting details: [welfare@aire.org.uk](mailto:welfare@aire.org.uk)

---

This policy was produced with support by the Yorkshire and Humber Anti-Racism in Sport Group's Commitment to tackling racism and racial inequality in community sport