

SADBURY CANOE CLUB

AFFILIATED TO BRITISH CANOEING



Equality, Diversity & Inclusion Policy

General statement Sudbury Canoe Club is committed to ensure sports equality, fairness on the water and off and equality of access and recognising inequality and taking steps to address them so far as is reasonably practicable. The Club also fully accepts that this involves changing the culture and structure of sport to ensure it becomes equally accessible to all members of society and ensuring that everyone has an opportunity to realise their talent and full potential.

Objectives:

Sudbury Canoe Club is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate in Paddlesport at all levels and in all roles of the sport, irrespective of age, ability, gender, marriage or civil partnership, pregnancy and maternity, race, religion or belief or sexual orientation. In addition, the Club will endeavour to ensure that all are given the same opportunities regardless of their socio-economic background. This includes members, volunteers, participants, supporters, coaches or officials (together known as members or Stakeholders).

- The Club recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination, whether intentional or unintentional.
- The Club will take, or support, positive action to eliminate individual and institutional discrimination:
- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
- The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, victimisation, harassment and abuse.
- All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity. The Club's management committee is responsible for implementing, maintaining and dealing with any breaches of this policy.
- The Club regards any incidence of discriminatory behaviour as serious misconduct and will deal with this according to Club disciplinary procedures.
- The Club will follow the guideline set out in the British Canoeing Transgender & Transsexual Policy in that all participants and members will be treated in a manner that promotes inclusivity and sensitivity (please note the official policy from BC includes information on competition directives and not normal recreational paddling. Policy:

<https://www.britishcanoeing.org.uk/uploads/documents/Transgender-and-Transsexual-Policy-April-2019.pdf>

Legal Responsibilities

The Club is required by law not to unlawfully discriminate against its Stakeholders/Members and recognises its legal obligations under, and will abide by the

requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the Club. The Club will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

The Club considers that canoeing is a gender affected sport under the Equality Act 2010 and will adhere to the British Canoeing guidance and policy in relation to participation by transgender athletes. A copy of this policy can be found on the British Canoeing website and any queries should be directed to the Chairperson in the first instance.

Responsibilities

Chairperson & Committee:

Overall responsibility for managing and evaluating this policy at the Club.

Responsible for overseeing club coaching activities.

Responsible for the maintenance of equipment.

Updated: Feb 2024 - Next Review Date: Feb 2025 **Health and Safety Policy**
Procedures for reporting issues

SCC wishes to ensure that all those taking part in club activities are able to do so in a safe and fair environment. SCC recognises its specific duties towards its participants and stakeholders/members. In order to protect this the Club has also implemented a child and vulnerable adult protection policy and procedure. See the website for the link to this policy.

Chair: NMcG

Membership Secretary: DH

Junior Officer/Welfare: CS

