

## **Ulverston Canoe Club**

### **Equity Policy Statement & Policy**

#### **What is Sports Equity?**

Sports Equity is about fairness in sport; equity of opportunity and access, recognising inequities and taking steps to address them. It involves changing the culture and structure of sport to ensure it becomes equally accessible to all members of society and ensuring that everyone has the opportunity to realise their talent and full potential.

#### **Equity Policy**

Ulverston Canoe Club is fully committed to the principles of equity of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate in Paddlesport at all levels and in all aspects of the sport irrespective of age, race, religion, ability, gender, sexual orientation, marital status, etc. In addition, the Club will endeavour to ensure that all are given the same opportunities regardless of their socio-economic background.

The Club recognises that any form of discrimination is unacceptable and will not tolerate direct or indirect discrimination.

The Club will take or support positive action to eliminate individual and institutional discrimination.

The Club will respect the rights, dignity and worth of every person and will treat everyone equally within the context of our sport.

The Club is committed to everyone having the right to enjoy our 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 equity of opportunity and the Club's committee is responsible for implementing, maintaining and dealing with any breaches of this policy.

The Club will regard any incidence of discriminatory behaviour as serious misconduct and any stakeholder who discriminates against, harasses or victimises any other person will be liable to disciplinary action in line with the Club's Disciplinary policy.

#### **Legal Responsibilities**

The Club is required by law not to unlawfully discriminate against its stakeholders and recognises its legal obligations under, and will abide by the requirements of the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the Club. The Club will seek advice from British Canoeing periodically and review this policy to ensure it continues to reflect both current legal framework and good practice.

The Club recognises that paddlesport is a gender affected sport under the Equality Act 2010 and will adhere to British Canoeing guidance in relation to participation by transgender athletes. British Canoeing do not currently have a policy for transgender athletes in place and any queries should be directed to the British Canoeing's Lead Officer for Equality.

## **Implementation**

A copy of this policy will be available to all club members. All members shall act in accordance with and promote the spirit and intentions of this policy.

## **Reasonable Adjustments**

The Club recognises that it has a duty to make reasonable adjustments for people with disabilities and will consider all requests for adjustments and where possible will accommodate reasonable requests, working with disabled stakeholders to implement any adjustments that will enable them to participate more fully in all Club activities.

## **Types of Discrimination**

Discrimination can include the following:

*Direct Discrimination* - treating a person less favourably than others would be treated in the same circumstances on the grounds of age, race, religion, ability, gender, sexual orientation, marital status, etc.

*Indirect Discrimination* - occurs when a requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of our stakeholders because fewer from that sector can comply with it and the requirement cannot be justified in the activity or role within the Club.

*Harassment* - any inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient or any other individual affected by such conduct.

*Bullying* - any misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.

*Victimisation* - when one person is treated less favourably than others because for any reason or because the individual has provided information about discrimination, harassment or inappropriate behaviour.

## **Declaration of Intent**

This policy was ratified by the club committee and adopted as policy on 17 Aug 2019