



POLICY DOCUMENT

Equality statement

The 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; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and 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, officials, job applicants and employees (together known as Stakeholders). The Club recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination.

Sports Equality is about fairness in sport; equality of access; recognising inequalities 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.

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 and the club’s management team 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 recognises that it has a duty to make reasonable adjustments for people with disabilities. The Club will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in all Club activities.

This Policy will be reviewed annually.

NAME(PRINTED) _____ DESIGNATION _____ SIGNED _____ DATE _____

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