



Penzance Canoe club Equality Policy

Penzance canoe Club is committed to equality of opportunity for all members of society and ensuring that everyone has the opportunity to realize their talent and full potential.

Equality Policy 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 all roles in the sport, irrespective of their age, gender, disability religion, race, ethnic origin, nationality, color, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches officials, job applicants and employees.

The Club recognizes that 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 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, victimization harassment and abuse
- All club members have a responsibility to oppose discriminatory behavior and promote equality of opportunity and the clubs management committee is responsible for maintaining and dealing with any breaches of this policy.
- The Club regards any incidence of discriminatory behavior as serious misconduct and will deal with this according to club disciplinary procedures

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 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 considers that canoeing is a gender-affected sport under the Equality Act 2010. No policy in relation to participation by transgender athletes is currently in place however any queries should be directed to the Lead Officer for Equality in the first instance.

The Club will seek advice each time this Policy is reviewed from the BCU to ensure it continues to reflect the current legal framework and good practice

Implementation

A copy of the policy is available for public access on the club website and on the club notice board.

Types of Unlawful Discrimination

The Club regards any form of unlawful discrimination as serious misconduct and any employee, volunteer or member who unlawfully discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. Unlawful discrimination can take the following forms:

Direct Discrimination

-Treating a person less favourably than others would be treated in the same circumstances on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

Indirect Discrimination

-Occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement can not be justified in relation to the job.

Harassment

-Described as 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

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

Victimisation

-Described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

Declaration of Intent

The Club hereby declares that this policy is adopted by the members and committee and will implement this policy into the club environment.

Signed:

Mark Willowy Club Chairman

Date: