

Club Equality Policy

What is Sports Equality?

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.

Equality Policy Statement

AXE VALE 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 their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees.

The Club recognises that discrimination is unacceptable and will not tolerate direct or indirect 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 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; incidences should be reported to the club Welfare Officer.

Implementation

A copy of the policy will be available to all members of The Club. All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Types of Discrimination

The Club regards any form of discrimination as serious misconduct and any volunteer or member who discriminates against, harasses or victimises any other person will be reported to the Welfare Officer. 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 their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.

Indirect Discrimination

- occurs when a condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot 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.

Victimisation

- described as when one person is treated less favourably than others because he or she has taken action under one of the relevant protection policies 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 of The Club and will implement this policy into the club environment:

Signed on behalf of Axe Vale Canoe Club

Signed Print Name

Position Date