

SOUTHEND CANOE CLUB EQUALITY POLICY



Introduction

Southend Canoe Club was formed in the early 1970's by a group of friends who paddled together. Much has changed since then but we continue to believe in fair play and equality of opportunity both for our sport and our club.

Equality Policy Statement

Southend Canoe Club (the club) is fully committed to the principles of equality of opportunity and will ensure that everyone has a genuine and equal opportunity to participate in club activities irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race or colour, religion or belief, social status, sex and sexual orientation.

The club recognises that discrimination is unacceptable and unlawful and will not tolerate discrimination in any form.

The club respects the rights, dignity and worth of every person and will treat everyone equally.

The club is committed to everyone having the right to enjoy their sport and club activities 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 committee is responsible for implementing, maintaining and dealing with any breaches of this policy.

Legal Responsibilities

The club recognises its obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation 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.

Implementation

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

Reasonable Adjustments for People with Disabilities

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 people with disabilities to implement any adjustments that will enable them to participate more fully in all club activities.

Types of Unlawful Discrimination

The club regards any form of unlawful discrimination as serious misconduct and anyone who unlawfully discriminates against, harasses, bullies or victimises any other person will be liable to appropriate disciplinary action as set out in the club's constitution.

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 protected characteristics as defined in the 2010 Equalities Act and any subsequent legislation.

Indirect discrimination – when a requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on a significant number of people from a particular group and cannot be justified.

Harassment – 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 – the misuse of power, the act of threatening or criticising persistently or to humiliate or undermine an individual's confidence.

Victimisation – when one person is treated less favourably than others because he or she has taken action or provided information about discrimination, harassment or inappropriate behaviour.

Declaration

We hereby declare that following a club committee meeting held this 30th day of August two thousand and nineteen this policy revision has been adopted by the club and its members.

_____Ray Rawlinson Club Chairman

_____Tracy Batcheler Club Secretary

Ray's note

This policy was revised in 2019 with new wording to describe direct discrimination introducing the unfamiliar words, protected characteristics. So what are protected characteristics?

The Equalities Act 2010 covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are now called protected characteristics.

The previous wording, now replaced was,

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 or colour, religion or belief, sex and sexual orientation.

Protection of children and vulnerable adults

The club recognises that it also has a duty to protect children and vulnerable adults within the club and has a separate policy to this end.

The way we behave towards each other, the paddling community and the world at large says more about us than will ever be written in any policy statement.