



## Devizes Canoe Club Equality, Diversity and Inclusion (EDI) Policy

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**Devizes Canoe Club (DCC)** is committed to encouraging equality, diversity and inclusion among our membership, and eliminating discrimination. We believe that participating in Paddlesports should be an accessible, safe, positive and enjoyable experience for all, where individuals and groups of individuals are treated equally and fairly. We recognise, respect and celebrate each other's differences and we want all our members to feel welcome and valued.

This policy is written in line with the guidance provided by Paddle UK. The guidance can be viewed here:

<https://paddleuk.org.uk/equality-diversity-inclusion/>

DCC also annually adopts the [Paddle UK Sports Equality Policy](#) and this policy is available in the members' section of our website.

<https://devizescanoeclub.co.uk/wp-content/uploads/2023/07/DCC-Sport-Equality-Policy-2023-SIGNED.pdf>

### Our policy's purpose

This policy's purpose is to:

- Provide equality, fairness and respect for all in our membership.
- To prevent unlawful discrimination against anyone because of their:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation

These are called 'protected characteristics' and members are legally protected from discrimination on these grounds by the Equality Act 2010. Under this act individuals are also protected from discrimination if:

- they are associated with someone who has a protected characteristic, for example a family member or friend
- they have complained about discrimination or supported someone else's claim.

## Our commitments

DCC encourages equality, diversity and inclusion within our adult and junior membership by making the following commitments.

- We will create an environment free of bullying, harassment, victimisation and unlawful discrimination. We will promote dignity and respect for all, and where there are individual differences, the contributions of all members will be recognised and valued.
- We will meet this commitment through education of members (including coaches, committee members and trustees) about their rights and responsibilities under the equality, diversity and inclusion policy.
- We will use the resources available from Paddle UK to meet our training needs (<https://britishcanoeingawarding.org.uk>). A training log maintained by the DCC management committee will ensure training is kept up to date.
- We will also ensure that trustees are aware that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their duties, against users of the club.

We will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone in the course of our activities.

Such acts will be dealt with under our Disciplinary, Disputes and Appeals Policy 2023 (<https://devizescanoecub.co.uk/wp-content/uploads/2023/07/DCC-Disciplinary-Dispute-and-Appeal-Policy-2023.pdf>) and appropriate action will be taken.

Where necessary we will seek guidance and support from PaddleUK. In certain serious circumstances unlawful behaviour may amount to being both an organisational and a criminal matter (for example sexual harassment).

We will continue to review our practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

We will monitor the make-up of our membership regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy and strategy. We will use our membership data and annual survey results plus any ad hoc feedback as our data source. We will use government/council data (e.g. census) to understand whether the diversity of club members is reflective of the local area.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any

supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### **Agreement to follow this policy**

This Equality, Diversity and Inclusion policy is fully supported by DCC CIO (incorporated organisation (CIO) Trustees, DCC Management Committee, along with other Club Officers and our Coaching Team.

### **Our other supporting policies**

Details of the organisation's other relevant policies and procedures can be found at:

<https://devizescanoecub.co.uk/club-documents>

These signpost with whom a member should raise any issues.