

## DCC Financial, Administrative and Developmental Support to Disadvantaged People Policy

Document record	Date	Signed
Draft	20/07/22	
Existing Policy	26 July 2022	
Reviewed	30 September 2023	PPS
Next Review Due	30 September 2024	

### A definition of disadvantaged people

‘Disadvantaged people’ means individuals that experience a higher risk of poverty, social exclusion, discrimination, and violence than the general population, including, but not limited to, ethnic minorities, migrants, people with disabilities, isolated elderly people and children.

### A definition of disability

Some people may be disadvantaged because of disability. A disabled person is someone who has a physical or mental impairment which affects their day-to-day life, including sporting activities. Not all disabilities are visible.

### Intent

Sports and recreation are not the sole preserve of the able bodied and those with social and economic advantages. Disadvantaged and disabled people enjoy sports of all kinds and at all levels. This policy sets out what DCC can offer and how we intend to make reasonable provision for financial, administrative, and developmental support to disadvantaged people to ensure they are included on an equal basis. This policy should be read in conjunction with our Sport Equality Policy.

### Legal Framework

The Disability Discrimination Act 1995 and the Equality Act 2010 protects the rights of disabled people, including those involved in sports. It is unlawful for sports clubs to treat disabled people less favourably for a reason related to their disability and sports clubs are required by law to make reasonable adjustments for disabled people, such as providing extra help, making changes to the way in which they provide their services and the physical features of their premises to provide access by disabled individuals. As a registered charity we have a duty to operate for community benefit and this means that we are open to all, irrespective of their social, economic status and different abilities.

### What is meant by ‘reasonable adjustments’?

Reasonable adjustments are not clearly defined in law, but include steps to change any practice, policy or procedure which adversely affects disabled people seeking to use their services. It will also require organisations to make physical alterations/additions to enable disabled individuals to use their services. However, sports clubs have a measure of flexibility enabling them to find different solutions for differing situations as reasonableness requires.

### Our Equality, Diversity, and Inclusion Policy

Devizes 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 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, and officials.

Our key message is that everyone is welcome at Devizes Canoe Club.

### **Accessible paddling**

A feasibility study conducted before the move to our facilities at Lower Wharf identified some physical limitations of our site that cannot easily be addressed. Compromises in design were approved by our national governing body and the local authority.

We offer a single-story club building with ramped access which includes an office, a large open plan area equipped with indoor equipment for training. This building provides ramped club access and toilet facilities to people dependent on a wheelchair.

We provide separate men's and women's changing facilities in a modular building, suitable for people with a wide range of disabilities who are not regular wheelchair users.

Water level at our launch site is <2 metres below road level and only accessible via stepped access. Boats must be carried from store to the launch area and paddlers must negotiate the steps to access the water.

We can provide support to assist anyone with ambulant disability.

We are not yet able to provide:

- Ramped wheelchair access to water level.
- Specially adapted watercraft needing to be stored on the water due to the restricted berthing facilities on the K&A canal and our site's physical limitations.
- Hoist arrangements suitable for transferring wheelchair users from road to water level.

### **Financial Support**

We offer concessionary rates to adults or juniors in receipt of DLA or UC. This will provide a 50% reduction on our published annual membership fees.

Members and potential members likely to need this concession should be invited to speak in confidence to our Membership Secretary or Treasurer.

As a matter of principle we will listen to any situation involving welfare or hardship challenges. Our Treasurer has complete discretion to adjust fees, subscriptions and payment terms for membership and participation on courses, events, and programmes.

### **Administrative Support**

In some cases participation will be dependent on parent and/or carer support to provide direct assistance where necessary.

We will provide support to help with completing risk assessments and completing membership applications where necessary.

### **Developmental Support**

We have volunteer coaches who have worked with a range of paddlers with physical disabilities and mental impairment, including learning difficulties.

We commit to ask all people using the club to disclose any specific impairment or needs. We can offer developmental support to most people with limited mobility, provided they are ambulant and able to navigate steps safely.

If we can't accommodate a paddler's individual needs, we will do everything possible to offer alternative options to learn to paddle and put you in touch with a suitable paddlesport centre.