



EDI Strategy 2024



This strategy is written in line with the guidance provided by [Paddle UK's #WePaddleTogether Strategy](#)

Short Term Goals (within the next year)

Our short-term aim as a club is for our membership to include more women and girls. At present our club is predominantly represented by male paddlers.

During 2024 we plan to run introductory "Have a Go" sessions during the Spring/Summer season. We will specifically target advertising these sessions at women and girls by publicising events on social media and contacting local schools and youth groups from Devizes and the surrounding area.

We will work as a team with support from our coaches and committee members to organise this.

In addition, we will update our social media to reflect more diverse images, including more images of our female members.

As we attract more female paddlers, we hope their female friends and relatives will be encouraged to join as they hear of their experiences and enjoyment of the sport.

Long Term Goals (within the next 3 years)

Our long-term aim is for our membership to become more representative of all sections of our local community. Using census and other relevant data to compare ourselves to, we will be able to judge how representative we are of our local demographic.

The first step in achieving this aim is to train some of our current members to become coaches. The more coaches we have the more capacity we have to run sessions to attract more members.

At present the club has two main focuses competing in Sprint and Hasler events and the Devizes to Westminster challenge.

For those looking for a less competitive/challenging direction to their paddling we will run a recreational group for fun where the option is available to achieve Paddle/Explore Awards

through British Canoeing so that those participating have something tangible to show for their efforts.

<https://paddleuk.org.uk/awards-and-qualifications/>

We hope this recreational group will encourage a diverse range of newcomers to the club for whom paddling is a new sport.

With a bigger pool of paddlers, we will proactively identify and encourage female coaches and other under-represented groups to become coaches.

This will lead to more diversity within our coaching cohort and we can target coaching sessions by these coaches to the demographic they represent for example: female coaches to run female courses/sessions.

With an enhanced coaching team, we will also be able to develop our skills in coaching those with differing abilities and needs. To achieve this, we will encourage partnerships and shadowing opportunities with local facilities who cater for those with additional needs. We will identify these schools and centres through Wiltshire council.

As more female members and coaches join us we hope to see more representation of women amongst our trustees and management committee.

Considerations for a more Diverse Membership

Our current facilities provide gendered changing rooms (male and female). As a small club with limited financial resources and physical space, along with daily male and female junior users to consider we are not in a position to change this configuration at the present time.

Within both changing facilities there are cubicles which can be locked so members can shower and change privately. We also have an accessible toilet within the main clubhouse which is available for all to use.

For any queries or concerns regarding this please contact the EDI Lead in the first instance. Where necessary, the club can obtain further support and guidance from Paddle UK.

We want to encourage those with a disability to get on the water and we ask that prospective users contact us in advance so we can discuss the facilities we have as well as what access to the water looks like at our location. In recent years we have supported paddlers with a range of health conditions or impairments. The club's only limitations are that we have stepped access to the waters edge, we do not run a safety boat and we cannot moor specialised craft.

Paddling with a disability should not be a barrier and wherever possible we will make adaptations and reasonable adjustments to provide access. Our instructors will work with individuals to find out what they want to achieve and how to get them there.

Please note we are not currently a Paddle-Ability facility, but your nearest Paddle-Ability facility can be found at:

<https://gopaddling.info/find-local-paddle-ability/>

Competitions & Events

Our members are bound by the rules and entry requirements of the event/competition organiser under the umbrella of Paddle UK/British Canoeing.

To ensure fairness we commit to follow PaddleUK's Transgender Competition Policy guidance when entering our members for competitions and events and will support any member who this applies to with the application process.

<https://paddleuk.org.uk/wp-content/uploads/shared-files/british-canoeing-central-documents/Paddle-UK-Transgender-Competition-Policy-FINAL.pdf>

For any DCC organised event we will adhere to our EDI policy and follow the PaddleUK guidance.

EDI Progression

To measure our success, we will continue to monitor the make-up of our membership in relation to the nine protected characteristics identified in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief & sex). This data will be provided through the membership system and our annual DCC Member Survey. We included EDI data capture in our 2024/25 membership form to ensure comprehensive capture of member data.

We recognise this work is ongoing and evolving, and we will review our work and commitments on an annual basis and share our insight with our members.