

## ***Birmingham Canoe Club - Equity Policy***

Based on the Canoe England Policy

Updated: 29/12/07

Following the clubs participation at 'A club for all' and 'Equity in coaching' workshops, Birmingham Canoe Club will adopt the following policy.

Further information and concerns can be raised with the Club Chair, currently David Hughes.

**Birmingham Canoe Club aims to ensure that all people, irrespective of their age, gender, disability, race, religion, ethnic origin, colour, social status or sexual orientation, have genuinely equal opportunities to participate in paddlesport at all levels and in all roles. This includes participants, supporters, coaches, officials, and volunteers. The Club recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination.**

In pursuance of the equity policy the Club will take, or support, positive action to eliminate individual and institutional discrimination:

- in favour of any group that is under represented in the membership or sport as a whole.
- to work towards equitable provision of services to all sections of the community
- to avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified (i.e. Safety).
- to embed equal opportunities into all club plans, policies and practice.
- to comply with legal obligations

The club will work towards continuous improvement in equality. Whilst we have an 'Open Door' approach we accept that we have low participation levels from many groups, and will aim to monitor, plan for and increase the number of participants, coaches, members, officials and volunteers from ethnic minorities, economically disadvantaged, disabled, the young and women and girls. Our 3 year development plan outlines how we will do this.

### ***Harassment and Bullying***

The club will not accept any unwelcome behaviour, be it comment or conduct, that any reasonable person would find unwelcome, and we refer readers to the Clubs Codes of Conduct.