

# Cardiff Canoe Club Equality Policy

## 1. Policy Statement and Commitment

We are committed to supporting everyone to take part in paddlesport and to promote social justice through our work. We believe that our beautiful lakes, rivers, and coastline should be accessible to everyone who wishes to enjoy the outdoors from a canoe, kayak or paddleboard.

Our commitment to equality is therefore fundamental to who we are.

We strive to ensure that people can participate in all our activities to the full extent of their own ambitions and abilities, and we will always respect everyone's rights and dignity.

We warmly welcome everyone – whether as staff, volunteers, coaches, or members – to participate in paddlesport and we will actively seek to promote diversity at every level of the organisation.

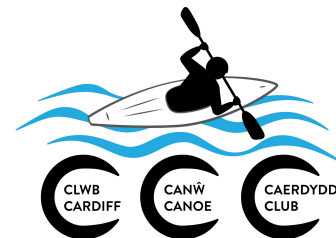
When we say 'everyone' we mean all people without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity status, religion or belief, race, ethnic origin, socioeconomic status or sexual orientation.

## 2. Application

This policy applies to all individuals who are acting for or on behalf of the club. This includes all Committee members, volunteers, leaders and coaches, or other individuals or bodies providing services to the club or its members.

## 3. Legal Responsibilities and External Commitments

This policy demonstrates the Club's commitment to meeting the [Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)



The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It provides a basic framework of protection against direct and indirect discrimination, harassment and victimisation. The Act provides protection for people discriminated against for having a protected characteristic. It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Since 2021, the Club has been recognised as a She Paddles Cymru champion club and has sought to ensure that opportunities to enter and develop within paddlesport for women are championed

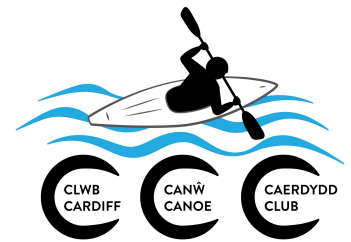
## 4. Implementation

In order to ensure that we are able to deliver on this commitment, we will:

- **Embrace equality and diversity** through promoting fairness, equality and diversity in the delivery of all activities of the Club
- **Promote equality and diversity** by making this policy available to all members and draw their attention to the expectations within it. We will use our platforms to celebrate and raise awareness of equality and diversity
- **Provide training** to leaders and volunteers to ensure they understand their responsibilities and how they can create inclusive environments
- **Embed equal opportunities** in our policies, plans and strategies
- **Commit time and effort** into ensuring that those that need additional support to feel able to participate are given the attention needed
- **Make reasonable adjustments** to enable those with physical impairments to participate in club activity

## 5. Responsibility

The Club expects that all leaders and members uphold the standard set out within this policy to ensure that the Club is a welcoming environment for all individuals. The



Committee will seek to ensure that it responds appropriately to any concerns that are raised and takes proactive steps to uphold the values herein.

The Club will seek advice from Canoe Wales or other appropriate parties in seeking to further develop equality initiatives and remain at the forefront of good practice in this area.

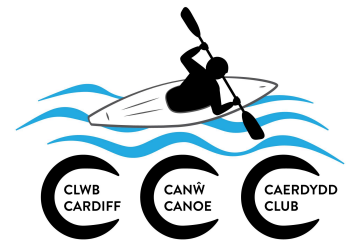
## 6. Responding to Issues

The Club will not tolerate discrimination and regards any form of unlawful discrimination as serious misconduct. Any volunteer or member who unlawfully discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Unlawful discrimination can take the following forms:

- **Direct Discrimination** is treating a person less favourably than others would be treated in the same circumstances on the grounds of a Protected Characteristic they possess.
- **Indirect Discrimination** occurs when there's a practice, policy or rule which applies in the same way for everybody but has a disproportionate and detrimental effect or particularly disadvantages people with a certain Protected Characteristic. In such circumstances the person with the Protected Characteristic will be indirectly discriminated against if they are put at that disadvantage, unless the person applying the practice, policy or rule can objectively justify it.
- **Discrimination by perception** occurs when a person is discriminated against because they are thought to have a particular Protected Characteristic.
- **Discrimination by association** occurs when a person is treated less favourably because they are linked or associated with someone with a Protected Characteristic.
- **Harassment** is described as 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** is described as the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.
- **Victimisation** is described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

The Club understands that reporting acts of discrimination can be challenging. Any committee member can be approached to raise a concern who will follow the disciplinary process as outlined in the Club Constitution. Where this is not possible, anyone who has



experienced or witnessed discrimination can contact Canoe Wales directly through our online reporting form. [The Discrimination Report Form can be accessed here.](#)

If someone is not able to fill in this form and does not feel comfortable raising this at club level, they can contact the Canoe Wales Lead Safeguarding and Equality Officer directly.

**Kerry Skidmore – Lead Safeguarding and Equality Officer**

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**e: [kerry.skidmore@canoewales.com](mailto:kerry.skidmore@canoewales.com)**

Any report of discrimination will be taken seriously and dealt with respectfully. Reports will be investigated in accordance with our disciplinary, complaint or grievance procedure, as is appropriate in the circumstances. Where any violation of this equality policy amounts to a criminal offence, the appropriate authority will be informed.

<b>Reviewed</b>	06/12/2024
<b>Approved by the Committee</b>	06/12/2024
<b>Next review date</b>	6/12/2025