



Club Equality Policy

Reviewed 29-12-2016 by P.Amey

Southampton Canoe Club is committed to ensuring that **equity** is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

"Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."

As such the Club will promote the following :-

1. To respect the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
3. All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
4. The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

This policy is to be taken hand in hand with the British Canoeing Clubs code of conduct which states:

" that all paddlers, volunteers, coaches and parents show respect and understanding for each other and conduct themselves in a way that reflects the principles of British Canoeing. The aim is for all paddlers to improve performance and have fun".

Everyone involved in the Club shall abide by the Club Rules and Policies.

Paddlers:-

1. Take care of all property belonging to the club or club members
 - Treat other Club members with respect at all times
 - On and off the water — treat other paddlers as you would want to be treated yourself
2. Control tempers and avoid behaviour which may inconvenience or upset others
3. Co-operate and listen to your coach or Club officials Club Officials, Coaches and Volunteers
4. Consider the wellbeing and safety of paddlers before the development of performance

Club Officials, Coaches and Volunteers:-

1. Consider the wellbeing and safety of paddlers before the development of performance
2. Develop an appropriate working relationship with performers, based on mutual trust and respect
3. Make sure all activities are appropriate to the age, ability and experience of those taking part
4. Display consistently high standards of behaviour and appearance
5. Follow BCU and Club guidelines and Policies
6. Hold the appropriate, up-dated qualifications and insurance
7. Encourage paddlers to value their performance and not just results
8. Never condone the use of prohibitive substances

Parents/Guardians:-

1. Help your child to recognise good performance, not just results
2. Never force your child to take part in sport
3. Never punish or belittle a child for loosing or making mistakes
4. Publicly accept official's judgements
5. Support your child's involvement and help them to enjoy the sport
6. Use correct and proper language at all times
7. Set a good example by applauding good performances of all paddlers