



Bradford & Bingley Canoe Club



Registered Charity Number 1160779

Equity Policy

Bradford and Bingley Canoe Club stands for fairness.
Fairness for paddlers, for volunteers and for coaches.

We will value and benefit from differences in canoeing and sports skills, regional and industry experience, background, race, gender, sexual orientation, religion, belief and age, as well as culture and personality.

Aims

To work towards the Club's services and facilities being available to members, potential members, volunteers and employees in an equitable way for everyone.

To seek to ensure fair treatment of all members, potential members and employees.

To avoid disadvantaging members, potential members and employees by conditions or requirements which cannot be reasonably justified.

To go beyond our legal obligations for inclusion and be creative and ambitious.

Obligations

The club accepts that it may have obligations under Acts of Parliament and will strive to fulfil these responsibilities with particular reference to the Equality Act 2010.

Commitments

The Club has a particular commitment to protecting Children and other vulnerable people.

Adults in general are responsible for their own participation in what is an "assumed risk" sport.

Safety is paramount and it may be necessary to limit participation in some activities, eg inexperienced paddlers not allowed on difficult activities; an under-equipped person not allowed to paddle or coaches and volunteers judging they have reached their capacity. This should involve the person in discussion and reasons be given.

The club may need to update its equity policy as and when appropriate but will do this based on principles of fair play and natural justice.

Written on 27/10/04 and adopted at AGM

Amended June 2007, January 2012, March 2014, October 2017.

