

**NCC/EP/001**

## **Norwich Canoe Club - Equality Policy February 2016**

### **What is Sports Equality?**

Sports Equality is about fairness in sport; equality of access; recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure it becomes equally accessible to all members of society and ensuring that everyone has the opportunity to realise their talent and full potential.

### **Equality Policy Statement**

The Club is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate in Paddlesport at all levels and in all roles of the sport, irrespective of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees.

- The Club recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination.
- The Club will take, or support, positive action to eliminate individual and institutional discrimination.
- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
- The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, victimisation, harassment and abuse.
- All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the club's management committee is responsible for implementing, maintaining and dealing with any breaches of this policy.
- The Club regards any incidence of discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

### **The club fully accepts its legal responsibility under the following:**

- Race Relations Act (1976)
- Race Relations Amendment Act (2000)
- Equal Pay Act (1970)
- Disability Discrimination Act (1995)
- Employment Equality (Sexual Orientation)

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- Regulations (2003)
- Protection from Harassment Act (1997)
- Children Act (1989 & 2004)
- Age Discrimination Act (2006)
- Sex Discrimination Act (1975, 1986, 1999)
- Rehabilitation of Offenders Act (1974)
- Employment Equality (religion & Belief)
- Regulations (2003)
- Employment Protection (Consolidation) Act (1980, 1982, 1988, 1989)
- Gender Recognition Act (2004)
- Civil Partnership Act (2004).

### **Discrimination can take the following forms:**

#### **Direct Discrimination**

- treating a person less favourably than others would be treated in the same circumstances on the grounds of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.

#### **Indirect Discrimination**

- occurs when a activity requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the activity.

#### **Harassment**

- described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient.

#### **Victimisation**

- 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.

Signed by the NCC Community Coach.....Date .....

Tim Scott

Signed Chairperson.....Date .....

Kerry Duff

Review Date February 2020