



What is Sports Equity?

Sports Equity 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.

Equity Policy Statement

BCU/Canoe England 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.

BCU/Canoe England recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination.

BCU/Canoe England will take, or support, positive action to eliminate individual and institutional discrimination :

- ✓ BCU/Canoe England will display its commitment to Sports Equity through the implementation of its Equity Action plan (April 2007, available from Canoe England);
- ✓ The Equity Action Plan will be reviewed annually and is open to consultation from all members and employees of BCU/Canoe England;
- ✓ BCU/Canoe England are committed to the Equality Standard and working to achieve Preliminary level in 2008;
- ✓ BCU/Canoe England will provide appropriate training to all of its employees and key volunteers to raise awareness of individual responsibilities;
- ✓ BCU/Canoe England will work towards the equitable provision of its services to all sections of the community and avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified;
- ✓ BCU/Canoe England will embed Equal Opportunities into all policies, plans and strategies.
- ✓ BCU/Canoe England will publicise this policy and equity action plan to all employees, members, and volunteers through its website, magazine and club mailings. The policy is also publicised to employees through the staff handbook and to all new members of staff through an induction.

Legal Responsibilities

BCU/Canoe England 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) Regulations (2003)
- Protection from Harassment Act (1997)
- Children Act (1989 & 2004)
- Age Discrimination Act (2006)
- Sex Discrimination Act (1975, 1986, 1999)
- Human Rights Act (2000)
- 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)

or any subsequent amendments to the above or new Acts/Regulations that are relevant to BCU/Canoe England

Implementation

A copy of the policy will be available to all professional staff and volunteers working for BCU/Canoe England. All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. Amendments to the policy will be implemented immediately after approval has been received from the relevant Board.

Monitoring and Evaluation

BCU/Canoe England will monitor and evaluate the effectiveness of the policy and Equity Action Plan regularly and will review the policy annually. All staff, members, and volunteers will have an opportunity to contribute to the review process.

Types of Discrimination

BCU/Canoe England regards any form of discrimination as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. 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 job 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 job.

Harassment

- described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

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.

Complaints and Disciplinary

To safeguard an individual's rights under the policy, an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliate club or official who violates the association's equity policy. Where the violation of the equity policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Responsibility

The Board of Directors of BCU will endorse and be responsible for ensuring this Equity Policy is implemented and will deal with any actual or potential breaches. The Chief Executive of the British Canoe Union has overall responsibility for the implementation of the policy while the Lead Equity Officer has responsibility for managing the implementation of the Equity Action Plan.

All employees, volunteers and members of BCU/Canoe England have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.