

Lee Valley Paddlesports Club

Equality, Diversity and Inclusion Policy V.01

Introduction

LVPC is committed to encouraging equality, diversity and inclusion among our membership and volunteers, and eliminating unlawful discrimination. At such time in the future if LVPC Ltd becomes an employer, this Policy will be updated to explicitly cover employment provisions, rights and LVPC responsibilities as an employer.

Scope

The aim of this Policy is for our membership to be truly representative of all sections of the paddling community and society, and for each member, volunteer or other participant engaged in our activities, to feel respected, give of their best, and enjoy paddle sports to the best of their abilities.

Purpose

This Policy's purpose is to:

1. Provide equality, fairness and respect for all our members, volunteers, .
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - Age;
 - Disability;
 - Gender reassignment;
 - Marriage or Civil Partnership;
 - Pregnancy and Maternity;
 - Race (including colour, nationality, and ethnic or national origin);
 - Religion or Belief;
 - Sex; and,
 - Sexual orientation.
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - Terms and conditions of membership;
 - Dealing with grievances and discipline;
 - Dismissal from membership;
 - Selection for participation, training or other paddle sport development opportunities; and,
 - Interactions whilst engaged in Club activities.

Our commitments

LVPC commits to:

1. Encourage equality, diversity and inclusion in paddle sport activities as they are good for the development of our sports and promote widespread enjoyment of our sports.

We will seek opportunities to promote LVPC to as broad a community base as possible, taking account of our local and regional objectives as the resident club at the Lee Valley Whitewater Centre, and our Olympic Legacy responsibilities.

2. Create a Club environment that:

- Is free of bullying, harassment, victimisation and unlawful discrimination;
- Promotes dignity and respect for all; and,
- Where individual differences and the contributions of all members and volunteers are recognised and valued.

These commitments include informing our members and volunteers of their rights and responsibilities under this Policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members and volunteers should understand they as individuals, as well as the Club as a legal entity, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against other members, volunteers, suppliers and the general public.

Members and volunteers should also refer to our Codes of Conduct.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members, volunteers, suppliers, or the public in the course of LVPC's activities.

Such acts will be dealt with as misconduct under LVPCs grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could result in formal reporting to third parties for more appropriate action. For example, allegations of sexual harassment or other forms of harassment within the Protection from Harassment Act 1997 are criminal matters and will be referred to the police.

Members and volunteers should also refer to our Safeguarding and Welfare policies and supporting documents.

4. Make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so they may enjoy paddle sports to the best of their abilities within the facilities and opportunities that are available to LVPC.

We will continue to strive for equitable access to Club activities and will avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified.

5. Make decisions concerning opportunities for members and volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review policies, practices and procedures periodically (and when necessary) to ensure fairness, including updating them and this Policy to take account of changes in the law.

7. Monitor the diversity within the Club's membership to help understanding and to encourage equality, diversity and inclusion in meeting the aims and commitments set out in this Policy.

Monitoring will include assessing the progress within the LVPC Development Plan in which actions will be tracked that promote developments in pursuit of this Policy's purpose.

Paddle Sports Competitions

To promote equality, diversity and inclusion in paddle sports competitions, LVPC will in addition to this Policy, reference the equality, EDI and 'Transgender and Transsexual Competition' policies of our governing body (British Canoeing). British Canoeing considers that canoeing is a gender affected sport under the Equality Act 2010 and has a separate policy in relation to participation by transgender athletes.

Version Control

Version 1.0 approved and published by the General Committee: August 2022