



Procedure for
Equal Opportunities

Document Revision

Rev	Date	Comment	Signature
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1.0 Requirements of the Club

- 1.1 The Club will adopt an Equal Opportunities Policy which shall be signed by the Club Chairman and be made available to all members.
- 1.2 The Club will appoint the Welfare officer as the contact point for concerns and claims of discrimination as set out in the Club Equal Opportunities Policy.
- 1.3 The Club recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination, whether intentional or unintentional.
- 1.4 The Club will take, or support, positive action to eliminate individual and institutional discrimination:
 - 1.4.1 The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of the Clubs activities.
 - 1.4.2 The Club is committed to everyone having the right to enjoy the Paddlesport environment free from threat of intimidation, victimisation, harassment and abuse.
 - 1.4.3 The Club regards any incident of discriminatory behaviour as a serious misconduct and will deal with this according to the Clubs' Constitution.
 - 1.4.4 The Committee is responsible for implementing, maintaining and dealing with breaches of this procedure and the Equal Opportunities Policy.

2.0 Requirements for Members

- 2.1 Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- 2.2 Members should be aware that discrimination can and does occur and should be prepared to report any actual or suspicion(s) of discrimination.
- 2.3 Occurrences of discrimination should be reported to the Clubs Welfare Officer, or another Club official if the Welfare Officer is not available.

3.0 Reasonable Adjustments

The Club recognises that it has a duty to make reasonable adjustments for people with disabilities. The Club will consider all requests for adjustments and where possible will accommodate reasonable requests. Where funding and staffing allow, the Club will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in all Club activities where funding and staffing levels allow.

4.0 Legal Responsibilities

The Club is required by law to not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010 and any equivalent legislation as amended. The Club will seek advice each time that this Procedure and the Equal opportunities Policy is reviewed to ensure it continues to reflect the current legal framework.

5.0 Unlawful Discrimination

The Club regards any form of unlawful discrimination as serious misconduct and any volunteer, member or Club official who unlawfully discriminates against, harasses or victimises any other person will be liable to the appropriate disciplinary action. Unlawful discrimination can be summarised as:

5.1 Direct Discrimination

Treating a person less favourably than others would be treated in the same circumstances and on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

5.2 Indirect Discrimination

Occurs when a task requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer

from that sector can comply with it and the requirement cannot be justified in relation to the task.

5.3 Harassment

5.3.1 Described as inappropriate actions, behaviour, comment or physical contact that are objectionable, or

5.3.2 that cause offence to the recipient or any other individual affected by such contact.

5.4 Bullying

Described as the misuse of power, the act of criticising persistently or to humiliate and undermine an individual's confidence.

5.5 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 or Regulations or provided information about discrimination, harassment or inappropriate behaviour.