

Ringwood Canoe Club

Equality, Diversity and Inclusion Policy

Ringwood Canoe Club believes that taking part in Paddlesports should be a positive and enjoyable experience for all. The Club is therefore committed to being an inclusive organisation and to following the relevant BC Guidelines.

The Club has a Website and a Facebook page where prospective members can see the character and ethos of the Club before deciding whether to apply to join.

Membership is open to all who have an interest in Paddlesports and the Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or socio-economic status. All Club members have a responsibility to oppose discriminatory behaviour and to promote equality of opportunity.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse. The Club will deal with any incidence of discriminatory behavior seriously in accordance with British Canoeing Guidelines.

However, Ringwood Canoe Club is, by mutual agreement of the Members, principally a Club for adults with some paddling experience who want to expand their skills through paddling with more experienced people.

With no clubhouse or other fixed physical location, participation is dependent on Members having their own transport, although most often new members will be supported by others in the initial stages of membership.

With a relatively small membership and no clubhouse the Club does not consider it viable to host unaccompanied minors. However, young people under 18 are welcome to join the Club within a family membership.

Joint membership may also be extended to a vulnerable adult together with their legal guardian or other person who is otherwise legally acting on their behalf and is able to supervise them on and off the water.

Whilst Club Members are mutually responsible for conducting Club activities safely, in the case of minors or vulnerable Members the Supervising Member must be present to care for their charge's specific needs.

The Club Secretary is responsible for receiving applications for Membership through the RCC website. Those joining the club and renewing annually are obliged to read and confirm they have read this Equality, Diversity and Inclusion Policy, the Club

Standard Operating Procedures (incorporating 'Bullying and Harassment') and Club Policies on Health and Safety and Safeguarding.

Members are encouraged to report in confidence any perceived instances of bullying, harassment or discrimination to the Welfare Officer or any Committee Member.

All members are expected to show respect and understanding for the rights, safety and welfare of others, and conduct themselves in a way that reflects the equality, diversity and inclusion principles of British Canoeing.

The Club is generally representative of the demographic make-up of its semi-rural location in Ringwood and connects with the local community through the affiliation of various Members with the Sea Scouts, the Dorset Disabled Canoe Club and Rotary International.

The Club will review this Policy annually and as necessary to ensure contacts listed are current.

Signed:

Cindy Buckley, John Connelly, Simon Burke, Lorna Adams-Jones, Giselle Robinson

Date: 22/02/23