



Bradford & Bingley

canoe club



Equity Policy

Aims

- To ensure that all people irrespective of their age, gender, disability, religion, ethnic origin, social status or sexual orientation have genuine equal opportunities to participate in the Club's Canoeing /kayaking activities.
- To work towards the Clubs services and facilities being available to members, potential members, volunteers and employees in an equitable way for everyone.
- To seek to ensure fair treatment of all members, potential members and employees
- To avoid disadvantaging members, potential members and employees by conditions or requirements, which cannot be reasonably justified.

Obligations

The club accepts that it may have obligations under the following Acts of Parliament and will strive to fulfil these responsibilities. Sex discrimination Act 1975 and 1986, Race relations Act 1976, Equal pay Act 1970 and 1983, Human rights Act 1998, Disability Discrimination Act 1995.

Commitments

- The Club has a particular commitment to protecting Children and other vulnerable people.
- Adults in general are responsible for their own participation in what is an "assumed risk" sport.
- Safety is paramount and none of the above means that it will not be necessary to refuse some people on some activities, this should involve the person in discussion and reasons be given.
- The club may need to update its equity policy as and when appropriate but will do this based on principles of fair play and natural justice.

Written on 27/10/04

Amended June 2007

Checked and amended 18th November 2009