

## BCU/Canoe England Equality Policy

Centre / Club Name: TAMAR CANOE ASSOCIATION



### What is Sports Equality?

Sports Equality 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.

### Equality Policy Statement

The Club 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 age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. In addition, the Club will endeavour to ensure that all are given the same opportunities regardless of their socio-economic background. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees (together known as Stakeholders).

The Club recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination.

The Club will take, or support, positive action to eliminate individual and institutional discrimination:

- ✓ The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
- ✓ The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, victimisation, harassment and abuse.
- ✓ All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the club's management committee is responsible for implementing, maintaining and dealing with any breaches of this policy.
- ✓ The Club regards any incidence of discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

### Legal Responsibilities

The Club is required by law 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) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the Club. The Club will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

The Club considers that canoeing is a gender affected sport under the Equality Act 2010 and will adhere to the BCU/Canoe England guidance and policy in relation to participation by transgender athletes. The BCU/Canoe England do not currently have a policy for transgender in place however any queries should be directed to the Lead Officer for Equality in the first instance.

### Implementation

A copy of the policy will be available to all members and employees of The Club. All persons shall respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy.



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### 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 and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in all Club activities.

### Types of Unlawful Discrimination

The Club regards any form of unlawful discrimination as serious misconduct and any employee, volunteer or member who unlawfully discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action. Unlawful 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 age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

#### **Indirect Discrimination**

- occurs when a job 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 job.

#### **Harassment**

- described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient or any other individual affected by such conduct.

#### **Bullying**

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

#### **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.

### Declaration of Intent:

The Club hereby declares that this policy is adopted by the members and committee of The Club and will implement this policy into the club environment:

Name (print): R STUART Position in Club: SECRETARY

Signed on behalf of the Committee: R Stuart Dated: 18/3/2012

# CLUB CODE OF CONDUCT

www.tamarcanoeassociation.org.uk

It is the policy of: Tamar Canoe Association Club that all paddlers, volunteers, coaches and parents show respect and understanding for each other and conduct themselves in a way that reflects the principles of the Club. The aim is for all paddlers to improve performance and have fun. Everyone involved in the Club should abide by the Club Rules and Policies.

## Paddlers

- Take care of all property belonging to the club or club members
- Treat other club members with respect at all times — on and off the water — treat other paddlers as you would want to be treated yourself
- Control tempers and avoid behaviour which may inconvenience or upset others
- Co-operate and listen to your coach or club officials

## Club Officials, Coaches and Volunteers

- Consider the well being and safety of paddlers before the development of performance
- Develop an appropriate working relationship with performers, based on mutual trust and respect
- Make sure all activities are appropriate to the age, ability and experience of those taking part
- Display consistently high standards of behaviour and appearance
- Follow BCU and club guidelines and policies
- Hold the appropriate, up-dated qualifications and insurance
- Encourage paddlers to value their performance and not just results
- Never condone the use of prohibitive substances

## Parents/Guardians

- Help your child to recognise good performance, not just results
- Never force your child to take part in sport
- Never punish or belittle a child for losing or making mistakes
- Publicly accept official's judgements
- Support your child's involvement and help them to enjoy the sport
- Use correct and proper language at all times
- Set a good example by applauding good performances of all paddlers

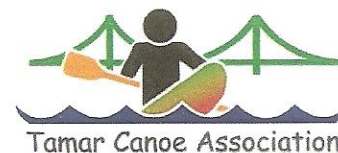
Signed on behalf of the club.....Chairman.....

*R. Stur*

Secretary

Date..14/4/12

# Volunteer Policy



The club welcomes all offers of help from people that wish to volunteer and are keen to help the club develop and run more smoothly. These offers can be by taking up a regular committee role or just being happy to assist or be called on as required. In line with B.C.U. guidelines in order to take up some roles a CRB check may be required, others may involve some mentoring from a previous post holder or some specialist training. Whenever possible the club will look favourably on supporting raising the awareness and expertise of its volunteers as long as it is in the interest of the club to do so and club finances allow at times a committee decision may be necessary.

The club promotes opportunities to volunteer by:-

- ☐ Space on membership form by which to volunteer
- ☐ Request for volunteers in newsletters and club communications
- ☐ Open invitations at club events
- ☐ One to one approaches to people that might be interested in a specific role or has a particular expertise.

Signed on behalf of club:..... Chairman *RS* Secretary

Date...*14/5/12*...



# Tamar Canoe Association

## First Aid Policy

All Club Coaches carry First Aid Kits which they check at regular intervals.

When operating close to a main base these are stored in their cars.

When operating away from a central base or cars are parked along distance away First

Aid kits are always carried in the boats .

There is also a club first Aid kit kept in the boat store which is regularly checked by the secretary throughout the main summer Season and replenished as necessary.

Mobile phones are regularly carried.

  
SECRETARY

26/02/09

  
CHAIRMAN

19/04/10

## JUNIOR CODE OF CONDUCT

All Junior Members are asked to abide by the following rules at all times:

- Co-operate fully, respecting all requests and decisions made by the coaches, helpers officials and administrators.
- Be on time for training sessions and events or inform your coach if you are going to be late
- Paddlers must control their tempers and avoid behaviour which may inconvenience or upset others
- Be considerate and respectful to other paddlers and water users - treat other paddlers as you would want to be treated
- Paddlers must wear suitable kit for paddling as agreed with your coach
- Take care of all property belonging to the club or any club member – and be responsible for caring for your own equipment and clothing.
- Not to leave sessions without the permission of the coach or leader

Junior members are not allowed to smoke, consume alcohol or drugs of any kind whilst on club premises or representing the club at events

**THE AIM IS FOR ALL PADDLERS TO IMPROVE THEIR SKILLS AND HAVE FUN**

RSJ 14/3/12



## Tackling Homophobia and Transphobia in Sport: The Charter for Action

- 1) We believe that everyone should be able to participate in and enjoy sport – whoever they are and whatever their background.
- 2) We believe that sport is about fairness and equality, respect and dignity. Sport teaches individuals how to strive and succeed, how to cope with success and disappointment, and brings people together with a common goal.
- 3) We are committed to making these values a reality for lesbian, gay, bisexual and transgender people. We will work together, and individually, to rid sport of homophobia and transphobia.
- 4) We will make sport a welcome place for everyone – for those participating in sport, those attending sporting events and for those working or volunteering in sports at any level. We will work with all these groups to ensure they have a voice, and to challenge unacceptable behaviour.

Signed:

*R Stuart*

Founding signatories:





# CERTIFICATE OF EMPLOYERS' LIABILITY INSURANCE



**Policy: HU PI6 1924865**

The certificate below shows that you are insured

- (i) with an authorised insurer, and
- (ii) in terms required by the Act for your liability for bodily injury or disease sustained by your employees.

The certificate (or any copy) must not be displayed unless the policy has been renewed.

Hiscox Insurance Company Ltd

Registered in England Number 70234

Registered Office 1 Great St Helen's, London EC3A 6HX

Telephone No: 020 7448 6000

## CERTIFICATE OF EMPLOYERS' LIABILITY INSURANCE (a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policy holder employs persons covered by the policy)

<b>Policy Number</b>	HU PI6 1852103
<b>Name of Policyholder</b>	TAMAR CANOE ASSOCIATION - 1124
<b>Date of Commencement of Insurance policy</b>	30 <sup>th</sup> November 2014
<b>Date of Expiry of Insurance policy</b>	31st October 2015

We hereby certify that subject to paragraph 2:

- 1 The policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey, the Island of Alderney (b); and
- 2 the minimum amount of cover provided by this policy is no less than £5 million (c).

Signed on behalf of Hiscox Insurance Company Ltd

*Steve Langan*

### Notes:

- (a) Where the employer is a company to which regulation 3(2) of the regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- (b) Specify applicable law as provided for in regulation 4(6) of the Regulations.
- (c) See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy