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# EQUALITY, DIVERSITY AND INCLUSION

**HORSHAM CANOE CLUB**

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# Horsham Canoe Equality, Diversity, and Inclusion

## 1. Policy Statement

Horsham Canoe Club is committed to creating an inclusive environment that promotes equality, values diversity, and does not tolerate discrimination. We welcome individuals of all backgrounds and abilities, and we aim to foster an atmosphere of mutual respect and fairness. Our goal is to ensure everyone has an equal opportunity to enjoy and participate in kayaking, regardless of age, disability, gender, race, religion, sexual orientation, or socioeconomic background.

## 2. Objectives

- **Promote Inclusivity:** Ensure all members, visitors, and volunteers feel welcome and respected.
- **Prevent Discrimination:** Prohibit and address all forms of discrimination, harassment, and bullying.
- **Equal Opportunities:** Offer equal access to membership, events, and leadership roles within the club.
- **Foster Diversity:** Embrace diverse perspectives and encourage a wide range of people to join and contribute to the club.

## 3. Scope

This policy applies to all Horsham Canoe Club members, officers, volunteers, visitors, and anyone involved in club activities, both on and off the water.

## 4. Key Principles

### 4.1. Equal Access and Opportunities

- **Membership and Participation:** Membership and participation in club activities are open to everyone, and we strive to make paddling accessible to all.
- **Facilities and Equipment:** We are committed to providing facilities and equipment that are suitable for diverse needs, including making reasonable adjustments where necessary to accommodate disabilities or other specific requirements.

### 4.2. Respectful and Inclusive Environment

- **Code of Conduct:** All members and visitors are expected to treat each other with respect and to refrain from behaviours that may be discriminatory, intimidating, or harmful.
- **Zero Tolerance for Discrimination:** Discrimination, harassment, and bullying will not be tolerated. Any reports of inappropriate behaviour will be addressed promptly and effectively.

### 4.3. Diversity in Leadership

- **Representation:** We encourage diversity within the club's leadership and decision-making roles, ensuring that different perspectives are valued and heard.
- **Non-Discriminatory Selection:** Selection for positions within the club, including volunteer and leadership roles, will be based solely on skills, experience, and ability, and not influenced by personal characteristics.

## Horsham Canoe Club

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## 5. Responsibilities

### 5.1. Club Officers and Committee

- **Lead by Example:** Club officers and committee members are expected to model and uphold the principles of equality, diversity, and inclusion.
- **Promote Awareness:** Officers are responsible for promoting awareness of this policy among members and ensuring that it is integrated into the club's activities and practices.
- **Handle Concerns:** Officers will address any concerns or complaints related to discrimination, harassment, or exclusion sensitively, fairly, and confidentially.

### 5.2. Members and Volunteers

- **Respect Others:** Members and volunteers are responsible for creating a welcoming environment by treating others with respect and supporting inclusivity.
- **Report Issues:** All members are encouraged to report any instances of discrimination or bullying to club officers, confident that their concerns will be handled appropriately.

## 6. Implementation and Promotion

- **Training and Awareness:** Provide training and resources on equality, diversity, and inclusion topics, and make relevant information accessible to all members.
- **Communication:** Promote this policy through club channels, including the website, social media, and meetings, to ensure members understand their rights and responsibilities.
- **Event Planning:** When planning events and activities, consider accessibility needs and promote an inclusive environment to maximize participation.

## 7. Monitoring and Review

- **Regular Review:** This policy will be reviewed annually by the club committee to ensure it remains effective and relevant.
- **Feedback Mechanism:** Collect feedback from members on EDI-related issues and use it to improve our practices continually.
- **Continuous Improvement:** Evaluate any incidents of discrimination or exclusion to learn and implement preventive measures going forward.

## 8. Complaints and Grievances

- **Procedure:** Any member who feels they have experienced or witnessed discrimination, harassment, or exclusion can raise their concern with a club officer. All complaints will be handled sensitively, fairly, and confidentially.
- **Escalation:** If a satisfactory resolution is not achieved within the club, members may be advised to seek further support from Paddle UK or relevant governing bodies.

## 9. Conclusion

Horsham Canoe Club is dedicated to fostering a diverse and inclusive environment for everyone. Through this policy, we affirm our commitment to equality, respect, and a paddling community where all individuals feel valued and empowered to participate fully.

Last updated November 2024 | Version 1.0

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