



Maldon Canoe Club



Equality Policy

“Fun, inspiring, and inclusive, whilst also being knowledgeable, approachable, and affordable”

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 can realise their talent and full potential.

Equality Policy Statement

MCC 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, MCC will endeavour to ensure that all are given the same opportunities regardless of their socio-economic background. This includes members, volunteers, participants, supporters, coaches, and officials.

MCC recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination, whether intentional or unintentional.

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

- MCC respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport.
- MCC 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 MCC's committee is responsible for implementing, maintaining, and dealing with any breaches of this policy.
- MCC regards any incidence of discriminatory behaviour as serious misconduct and will deal with this according to club disciplinary procedures.

Legal Responsibilities

MCC is required by law not to unlawfully discriminate against its members and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in the UK and any later amendments to such legislation or subsequent equality related legislation that may be relevant to MCC. MCC will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

MCC considers that canoeing is a gender affected sport under the Equality Act 2010 and will adhere to the British Canoeing guidance and policy in relation to participation by transgender athletes.



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Implementation

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

Reasonable Adjustments

MCC recognises that it has a duty to make reasonable adjustments for people with disabilities. MCC will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members to implement any adjustments that will enable them to participate more fully in all Club activities.

Types of Unlawful Discrimination

MCC regards any form of unlawful discrimination as serious misconduct and any 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 acted under one of the relevant Acts / Regulations or provided information about discrimination, harassment, or inappropriate behaviour.

Declaration of Intent:

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

Reviewed by: Steve Hunter (Chairperson)

Judy Podd (Secretary)

Reviewed on: February 2025

Next review due: January 2026