



Policy Statement Titans Canoe Club ("the Club") is committed to promoting equality, diversity, and inclusion in all aspects of its activities. We believe everyone has the right to participate, regardless of age, gender, disability, race, ethnicity, religion, sexual orientation, or socioeconomic background. The Club strives to ensure that all members, staff, volunteers, and participants feel respected, valued, and supported.

1. Purpose of the Policy This policy aims to:

- Eliminate discrimination, harassment, and victimization within the Club.
- Promote equality of opportunity for all members, staff, and participants.
- Foster an inclusive and welcoming environment where diversity is celebrated.

2. Scope This policy applies to:

- All members of Titans Canoe Club.
- All staff, volunteers, and contractors engaged by the Club.
- Parents, guardians, and spectators participating in or attending the Club's events.

3. Legal Framework This policy is underpinned by the following legislation and guidance:

- Equality Act 2010
- Human Rights Act 1998
- The policies and guidance of relevant water sports governing bodies
- The Club is committed to avoid and eliminate unfair discrimination of any kind in canoe polo, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

4. Positive Action

- The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.
- Titans Canoe Club will therefore seek to institute, support, or contribute to appropriate measures or initiatives that enable access to canoe polo and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

5. Key Principles

- **Equality of Access:** Ensure that all individuals have equal opportunities to participate in the Club's activities.
 - **Respect for Diversity:** Recognize and value the unique contributions and perspectives of individuals from different backgrounds.
 - **Proactive Inclusion:** Identify and address barriers to participation for underrepresented groups.
 - **Zero Tolerance for Discrimination:** Act decisively against any form of discrimination, harassment, or bullying.
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6. Roles and Responsibilities

- **Committee:** Responsible for implementing and reviewing the Equality Policy and ensuring compliance with legal and ethical standards.
 - **Equality Officer:** A designated individual who oversees equality matters and acts as a point of contact for concerns.
 - **Members, Staff, and Volunteers:** All individuals are expected to adhere to the principles of this policy and promote an inclusive environment.
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7. Code of Conduct All members, staff, and volunteers must:

- Treat everyone with dignity and respect.
 - Challenge discriminatory behavior and language when observed.
 - Avoid practices or decisions that could result in unfair treatment of others.
 - Promote inclusion in all activities and decision-making processes.
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8. Recruitment and Participation

- Recruitment processes for staff, volunteers, and members will be fair, transparent, and free from bias.
 - Reasonable adjustments will be made to accommodate individuals with disabilities or additional needs.
 - Outreach initiatives will be developed to engage underrepresented groups in water sports.
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9. Reporting and Addressing Concerns

- Any incidents of discrimination, harassment, or victimization must be reported to the Equality Officer or a member of the Committee. If the matter involves a Board Member, speak to Paddle Scotland.
 - Discrimination can also be reported through the Paddle Scotland Reporting Discrimination Form accessed [here](#).
 - All reports will be treated confidentially and investigated promptly and fairly.
 - Disciplinary action may be taken against individuals who violate this policy.
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10. Training and Awareness

- All members, staff, and volunteers will receive training on equality and diversity to ensure understanding of this policy and their responsibilities.
 - Regular workshops, resources, and communications will promote awareness and best practices.
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11. Monitoring and Evaluation

- The Committee will monitor the effectiveness of this policy through feedback, incident reports, and participation data.
 - This policy will be reviewed annually or sooner if required by changes in legislation or Club activities.
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Contact Details

- **Equality Officer:** Bethan Radcliffe, titanscanoecub@gmail.com
 - **Local Equality Advisory Support Service (EASS):** 0808 800 0082
 - **Relevant Water Sports Governing Body:** Paddle Scotland, hello@paddlescotland.org.uk
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Approval: This Equality Policy was approved by the Titans Canoe Club Committee on 01/05/2025.

Signed: Maxime Biret
Chairperson, Titans Canoe Club

APPENDIX – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through the Equality Act 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.