



Equity, Diversity & Inclusion Policy

1. Policy Statement

North Somerset Paddlesports Club (NSPC) is fully committed to the principles of equality of opportunity and to ensuring that its members and all those working, volunteering, or participating in club activities are treated fairly and equitably.

The club recognises the rights of every individual to participate in sport free from discrimination, harassment, victimisation, or any form of unfair treatment. We aim to provide an environment where everyone feels welcome, respected, and valued regardless of background.

2. Scope

This policy applies to:

- All members, volunteers, officials, coaches, and participants of the club.
- All aspects of club activities, including training sessions, competitions, events, and social functions.
- All forms of communication including in-person, written, electronic, and social media.

3. Our Commitment

The club will:

- Ensure that equality, diversity, and inclusion are embedded in all policies, procedures, and practices.
- Provide opportunities for everyone who wishes to be involved in paddlesports, whether as a participant, coach, volunteer, or official.
- Make reasonable adjustments wherever possible to enable participation by individuals with specific needs.
- Celebrate diversity and actively challenge discriminatory behaviour, language, or attitudes.

4. Protected Characteristics

In line with the Equality Act 2010, the club will not discriminate on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation



North Somerset Paddlesports Club

5. Types of Discrimination

The club will take steps to prevent and address the following:

- Direct discrimination – treating someone less favourably because of a protected characteristic.
- Indirect discrimination – applying a rule or practice that disadvantages someone with a protected characteristic without justifiable reason.
- Harassment – unwanted behaviour linked to a protected characteristic that creates an intimidating, hostile, degrading, or offensive environment.
- Victimisation – treating someone unfairly because they have complained about discrimination or supported someone else's complaint.

6. Responsibilities

- The Committee will take overall responsibility for implementing this policy.
- Club Coaches and Leaders will promote inclusive practice and report any concerns about discrimination or exclusion.
- Members and Volunteers are expected to respect the principles of equity and challenge behaviour that falls short of them.
- The Welfare Officer will be the point of contact for any issues relating to equity and inclusion.

7. Implementation

To make this policy effective, the club will:

- Communicate the policy to all members, volunteers, and parents/guardians.
- Provide training opportunities for coaches and volunteers on equality and inclusion.
- Ensure publicity materials reflect diversity and avoid stereotypes.
- Monitor participation and representation across club activities to identify and address barriers.

8. Complaints & Reporting

- Any member who feels they have experienced or witnessed discrimination should report it to the Club Welfare Officer or a member of the Committee.
- All complaints will be taken seriously, handled sensitively, and dealt with promptly in accordance with the club's disciplinary procedures.
- Where necessary, issues may be referred to external agencies, including governing bodies or statutory authorities.

9. Monitoring & Review

- The club will monitor this policy annually to ensure it remains relevant and effective.
- Progress on equity and inclusion will be reported to the Annual General Meeting (AGM).
- Members are encouraged to provide feedback to help strengthen inclusive practice within the club.

10. Review

- Reviewed: August 2025
- Next Review: April 2026