

Equality Policy

Birmingham Canoe Club will strive to adhere to the British Canoeing Code of Ethics 2016 and British Canoeing Equality Policy 2018, adopting the values that:

- ★ **Every Person Matters**
- ★ **Striving For Excellence**
- ★ **Always With Integrity**
- ★ **Enjoying The Journey**
- ★ **Individually Committed**
- ★ **Stronger Together**

We welcome everyone to participate in paddlesports at Birmingham Canoe Club and our policies will try to reflect best practice in inclusion to make our club welcoming and equally accessible to all members of society. We aim to give everyone the opportunity to realise their potential and achieve personal targets.

Our membership fees are kept as low as possible to ensure that everyone can be included. We also have a wide range of boats and equipment, which are free to members to use at club sessions. This will enable as many people as possible to access paddlesport training on a regular basis. Boats and equipment are also available to members for use on club trips for a nominal fee.

We will operate from differing venues in order to offer a range of trips suitable for varying levels of ability. This will ensure our members have opportunities to experience paddlesports in environments outside of the pool but within their personal skill set.

Our coaches are trained to deliver sessions in differing craft and can adapt their coaching approaches to suit the diverse needs of groups and individuals. We will ensure there are opportunities for our coaches to access BC approved courses to keep them up to date and informed about equality, diversity and disability awareness. Where possible, the club will subsidise training and CPD workshops to make quality training accessible to all our volunteer coaches.

We listen to, and where possible respond to, the differing interests and needs of all our members. Our club understands that it has a duty under the Equality Act 2010 to make reasonable adjustments for disabled members. We will consider all requests and, where possible, will endeavour to meet requests to enable participation in Birmingham Canoe Club activities.

There are opportunities for all members to be represented at committee meetings to ensure all voices are heard. We will encourage members to become involved in the club committee as well as opportunities for representation in the Regional Development Team.

This policy has been reviewed in Jan 2024 and adopted by Birmingham Canoe Club.