



EQUITY Policy

This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of angling, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy angling in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

The Club has agreed the following Equity Statement, which reflects our objectives and approach to opportunity within the club and outside it, at all times:

CADAC is fully committed to the principles of equality of opportunity and is responsible for ensuring that no potential member or member, volunteer or coach, receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief. CADAC will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of the sport of angling at all levels and in all roles, whether as a participant, coach, volunteer or official, in or outside the club.



Equity Policy Application

The Committee takes responsibility for the development of the policy and all Committee members should lead by example. Regular reviews of our implementation and success of the policy will be carried out on a regular basis.

Committee members will take their responsibilities seriously by promoting the policy and demonstrate their commitment by treating everyone with respect, consideration and without prejudice and to promote the same responsibilities to other members of the club.

To Demonstrate the Success of the Policy

The Committee will visibly:

- ✓ Challenge unacceptable behaviours and create an ethos where complaints can be made without worry or concern of reprisal.
- ✓ Take firm action where unfairness or inconsistency exists.
- ✓ Demonstrate and promote considerate and fair behaviour.
- ✓ Treat those employed formally or on a volunteer basis by the club to carry out physical or sedentary work with dignity and respect and recognise their efforts.
- ✓ Encourage membership from all backgrounds. Achieve diversity targets.
- ✓ Demonstrate that the policy is meaningful by giving it due priority at meetings and in communications e.g. Newsletters, Committee Meetings.
- ✓ Ensure the membership understands the need for an Equity Policy and achieving diversity in the membership.

Communication

The policy will be accessible to all members of CADAC and mentioned in the Constitutional Rules.

Communicating the message is a key objective and CADAC will ensure all members, officers and other volunteers of CADAC are aware of:

- ✓ CADAC's Policies
- ✓ Government Policies
- ✓ The benefits of diversity and how this impacts on the work and activities of CADAC
- ✓ The benefits of communication to a wider audience
- ✓ Their role to play and responsibilities in promoting equality and diversity
- ✓ Legislation governing equality and diversity

The policy will be accessible on the club's website www.cranbrookanglingclub.co.uk

Complaints

Persons feeling that the club has treated them unfairly and contrary to the policy should raise their concerns in writing to the Committee so that the matter can be investigated and addressed in a timely manner.

Contravention of the policy will be deemed to be a breach of Club Rules.

Review of the Policy

The policy will be kept current and relevant. It will be reviewed regularly and any changes made annually at the Annual General Meeting or Extraordinary General Meetings.

The Committee will discuss at its Committee Meetings the policy and its implementation as a specific agenda item, its implications and report any need for revision via the Annual General Meeting.