

PHOENIX CANOE CLUB

Equal Opportunities Policy

The Policy

- It is the aim of the **Phoenix Canoe Club** (PCC) policy to ensure that people from all sections of the community have genuinely equal opportunities to participate in canoeing at all levels. The PCC will take all appropriate and reasonable steps to remove barriers and obstacles to such equal opportunities.
- The PCC is committed to the provisions of high quality services and activities in a way, which is fair for everyone. The PCC will continue to play an active role in canoeing generally in the promotion of equal opportunities policies and practices.
- The PCC will ensure that all present and potential members/coaches receive equally favourable treatment on their merits, irrespective of their age, colour, disability, ethnic origin, race, sexual orientation or gender.
- In terms of activities and service delivery, the PCC will not disadvantage any person by conditions or requirements, which cannot be justified.

Implementation

- In pursuance of its Equal Opportunities Policy, the PCC will continue to support positive action schemes for those sections of the membership and its coaches, where groups are under represented in aspects of the sport of canoeing or its organisational levels.
- The PCC Committee will monitor the policy to ensure it is implemented and meets the needs of all sections of the community.

Issuing of the Statement

- This statement is being issued to ensure that all members are aware of the PCC's Equal Opportunities Policy and the steps being taken by the PCC Committee to monitor and review it. It is vital that all members have a responsibility and a role to play in the promotion of equal opportunities.