

## Windermere Rowing Club Equal Opportunities Policy

### Aim of this Policy

Windermere Rowing Club (WRC) is committed to ensuring that every member of the club has the right to enjoy the sport in an environment free from the threat of discrimination, intimidation, harassment or abuse.

The club aims to create a friendly club atmosphere where members treat others respectfully, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation or any other relevant characteristic. The club expects its members to support this policy by actions such as:

Contribute positively to the club by being supportive and friendly to club members and other boathouse users by operating within the framework of the club Rules and Policies.

Respect the rights, dignity and worth of every other member and not discriminate on the grounds of age, gender, race, colour, disability or cultural background.

Refrain from using abusive language, acts of violence, harassment, intimidation and physical and sexual abuse towards an individual or group.

### Definition

The club supports the Sport England's stance that sporting opportunities should be given to all, and endorses their definition of Equality and Diversity in sport as:

- Developing a culture that enables and values everyone's full involvement
- Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.
- Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently underrepresented in sport.

### Accessibility

The club is pleased that the Active Base provides accessible facilities and look forward to providing better access to the water when the permanent floating pontoon planned by the National Trust is in place.

### Diversity

WRC strives to be an all-inclusive club that caters for a range of abilities and aspirations. WRC runs an annual programme of Learn to Row courses offering beginner courses that focus on teaching skills. From beginner courses the club develops rowing pathways for those who wish to progress from recreational rowing to performance rowing at local and regional level.

### Dealing with discrimination and harassment

WRC expects all members of the club to act responsibly to challenge discriminatory behaviour in other members and to promote equality.

If any member feels they have been discriminated against by the club or another member of the club, they should raise this with the Welfare Officer. The club shall support any member who feels they have been harassed or discriminated against, and shall not victimise or treat them less well because they have raised this.