



EQUALITY AND DIVERSITY POLICY

Learn To Paddle is committed to making our sessions accessible and open to everyone who wants to be involved. We will achieve this by upholding the principles of equal opportunities in every aspect of the work we do. We support the development and implementation of practices that do not discriminate, either directly or indirectly. It is our Policy to treat everyone equally, fairly and consistently. We will monitor all aspects of our business activities and take appropriate steps if it appears that this policy is not fully effective and being delivered by every individual within our organisation.

This Policy is part of our wider commitment to equality and diversity of opportunity for all sections of the community, in all aspects of our business, and underpins our legal obligations under the Equality Act 2010. Our commitment to equality supports everything we do and covers:

- Our recruitment and selection of employees and voluntary support
- Our management practices.
- Our sessions and activities at all levels.
- Our relationships with stakeholders, suppliers and local communities.
- Our on-going support to staff through training and consultation We will work to raise awareness of equality throughout Learn To Paddle. We will monitor our work assumptions and preconceptions. It is the responsibility of everybody regardless of your employed status that the following Policy is understood and carried out to ensure that everyone involved in our work has personal responsibility for the implementation of the Policy. Allegations of inequality or discrimination will be thoroughly investigated and dealt with internally.

POLICY STATEMENT

Learn To Paddle recognises the importance of, and is committed to equality and diversity, equal opportunity and fair treatment to all involved & employed in our events. We aim to ensure that all people irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy, and maternity, race, religion or belief, sex and sexual orientation have a genuine and equal opportunity to participate in our sessions at all levels and in all roles. It is the aim of Learn To Paddle in its relationships with its associates, employees, and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. We will take positive action to support participation of underrepresented groups in our events.

EQUALITY AND DIVERSITY POLICY OBJECTIVES

The Learn To Paddle Equality and Diversity Policy has the following objectives:

- to adopt a planned approach to eliminating barriers which discriminate against targeted groups.
- to ensure that no-one working or wishing to work for or on behalf of us receives less favourable treatment on the grounds outlined in the Policy.
- to give clear guidance to individuals working within our business, either employed or as volunteers, on the commitment to equality and diversity.
- to ensure that all those who participate in our sessions, at all levels and in all roles, receive fair and equitable treatment and deliver these principles on behalf of Learn To Paddle through everything we do.
- to ensure that the format and content of all events provide equality for all.
- to ensure that all materials prepared, produced and distributed by or on behalf of Learn To Paddle promote a clear and positive image of the profile of all those who are a part of our organisation.

IMPLEMENTATION

Learn To Paddle will seek to promote equality and diversity through:

- the monitoring of practices, procedures and data relating to the operations of sessions, employment practice and resource materials.
- regular review of existing policies rules and regulations to ensure that they do not inhibit the participation of people from groups who may be excluded.
- increasing collaboration with partner organisations to ensure fair and consistent treatment of all members.
- the provision of relevant training for all employees and other key voluntary supporters to raise awareness of both collective and individual responsibilities and, where appropriate, provide specialised facilities, equipment and individual training.
- make available the Equality and Diversity Policy to all employees, members, key volunteers and affiliated clubs.

MONITORING

Learn To Paddle will be responsible for providing the data collected through periodic surveys or programme specific monitoring to measure the effectiveness of this Policy, and for providing information to the organisation about the policy and its implementation and impact. We will use this information to shape policy resources in the future. We will work with key equality partners and accountable officers within other organisations to ensure that programmes and initiatives are inclusive.

EQUALITY AND DIVERSITY POLICY EXEMPTIONS

Learn To Paddle reserves the right to limit sessions to persons of specific age or disability where this is necessary to ensure collective group safety.

RESPONSIBILITY

Learn To Paddle expects all those working and acting on behalf of the business to adhere to this Policy. In pursuance of this Policy, we reserve the right to remove from the business any of its

members or employees who practice any form of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We will bring this policy to the attention of our employees, supply chain partners and relevant interested parties; and review it on an annual basis.

Lynne-Marie Dale May 2021.