Leicester Rowing Club – Equity Policy

**Topic:** Review/re-write of current LRC Equity Policy using the LRC policy document as the starting point but referring to the BR Equity Policy of January 2011 as well

**Status:** Draft - for review and agreement with the following groups: LRC policies review working party, club members, LRC committee.

**Communication:** The finalised policy needs to be passed to all members. All members need to sign the club’s Code of Conduct (each year).

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| **Document Control** | | | |
| **Document Title** | LRC Equity Policy | | |
| **Version Number** | 1.1 | **Document Status** | Draft |
| **Date Approved** |  | **Approved By** |  |
| **Effective Date** |  | **Date of Next Review** |  |
| Recommended period between reviews is 5 years unless required sooner, e.g. if British Rowing publishes new guidance | | | |

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| **Version Control** | | | |
| **Version** | **Author** | **Date** | **Changes** |
| 1.1 | LRC CWO (nominated to manage version control of document) | 23 Nov 2020 | Updating of current policy of May 2015 |
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**Leicester Rowing Club**

Equity Policy

1. **Scope**

This policy updates the Leicester Rowing Club (LRC) Equity Policy of May 2015. It aims to provide guidance to all LRC members, which include, but are not limited to, coaches and parents of Junior members, on the conduct and behaviour expected of all associated with LRC.

Members are encouraged to share any concerns or complaints about unfair treatment with the Club Welfare Officer (CWO), in person or via e-mail ( [cwo@leicester-rowing.co.uk](mailto:cwo@leicester-rowing.co.uk) ) or a member of the committee.

1. **Purpose**

Leicester Rowing Club is committed to equity across all aspects of its activities and development.

Sport equity is about fairness and equality of access. It is also about recognising inequalities and taking steps to address them. It is about providing a structure to ensure the club and rowing are accessible to everyone. It involves changing the culture and structure of sport to ensure that it

becomes equally accessible to all members of society.

Leicester Rowing Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of physical appearance, age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Leicester Rowing Club recognises that children and families from minority group backgrounds may face additional barriers to accessing help and reporting concerns in respect of safeguarding issues.

Leicester Rowing Club is committed to everyone having the right to enjoy their sport in an environment free from intimidation, discrimination, harassment, victimisation and abuse.

1. **Objectives of this Policy**

All members, rowers, coaches, volunteers, and parents of junior rowers have a responsibility and are expected to oppose discriminatory behaviour and promote equality of opportunity.

1. **Procedures**

All reports of unfair treatment should be passed to the Club Welfare Officer (CWO) or a member of the committee.

Leicester Rowing Club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.

1. **Further information**

Further help and guidance can be obtained from the following:

British Rowing Governance and Welfare Team: [governance@britishrowing.org](mailto:governance@britishrowing.org)

Sporting Equals: <http://www.sportingequals.org.uk/>