



# BRITISH CANOE UNION

Canoe England Equality Plan

April 2007 – March 2010

## **SECTION ONE – INTRODUCTION**

### **Background:**

BCU/Canoe England is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate in Paddlesport at all levels and in all roles of the sport, irrespective of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees.

BCU/Canoe England developed and implemented an equality plan in 2001. This plan has been reviewed in 2007 to include further targets over the next three years in line with the Preliminary Level of the Equality Standard. It should be noted that this plan is led by Canoe England, however, it covers certain sections of the BCU which are general to the overall running of the organisation (ie, policies, coaching, competition and world class). Actions specifically for delivery in Scotland, Wales and Northern Ireland are not included within this plan and responsibility for developing these, plus working towards the Equality Standards, lies with the individual home nations.

### **Our Commitment:**

BCU/Canoe England recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination. The plan will specifically consider the following priority groups which are generally recognised as being unrepresented in sport, but will not be exclusive to other minority groups:

BCU/Canoe England will take, or support, positive action to eliminate individual and institutional discrimination:

- ✓ BCU/Canoe England will display its commitment to Sports Equality through the implementation of its Equality Action plan (April 2007, available from Canoe England);
- ✓ The Equality Action Plan will be reviewed annually and is open to consultation from all members and employees of BCU/Canoe England;
- ✓ BCU/Canoe England are committed to the Equality Standard and working to achieve Preliminary level in 2008;
- ✓ BCU/Canoe England will provide appropriate training to all of its employees and key volunteers to raise awareness of individual responsibilities;
- ✓ BCU/Canoe England will work towards the equitable provision of its services to all sections of the community and avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified;
- ✓ BCU/Canoe England will embed Equal Opportunities into all policies, plans and strategies.
- ✓ BCU/Canoe England will publicise this policy and equality action plan to all employees, members, and volunteers through its website, magazine and club mailings. The policy is also publicised to employees through the staff handbook and to all new members of staff through an induction.

## SECTION TWO: RECOMMENDATIONS FOR EQUALITY WITHIN CANOEING

A review and audit for each department has been undertaken through the work carried out within the Foundation and Preliminary Levels of the Equality Standard. Along with the research and consultation with key equality groups, each department have reviewed their current provision through their various plans and programmes currently being offered, and a number of issues were identified as key to the development of embedding equality within BCU/Canoe England:

- An Equality Advisory Group is required in order to support and advise the Lead Officer for Equality;
- Membership of ethnic minorities is low as are members with disabilities – regional projects to increase participation and volunteering for these groups would be beneficial – support and funding needs to be identified;
- Female membership is healthy but certain groups require positive action, eg high drop out rates for females in their teenage years indicate a need for Girl Power to be reviewed and re-launched. There is also a need for female coaches and role models within the sport
- Projects for individuals over the age of 50 would be recommended, as would recruiting volunteers aged between 20 and 39 years of age;
- An awareness campaign on the likely cost and travel required for participating in Paddlesport would help to address the socio-economic factors which appear to be affecting participation in the sport with some groups;
- A review of the current Paddleability system is required in order to adjust to the requirements of the Paralympics and to assist canoeing to be offered within the Paralympic programme;
- Further research needs to be carried out to investigate any further cases of canoeing having a positive effect on individuals with Parkinson's Disease and Breast Cancer;
- Monitoring of officials and elite performers is not currently undertaken;
- An ongoing review of monitoring procedures and equality policies is recommended;
- Disability awareness training, including a guidance handbook, for clubs, coaches and centres has been requested by members;
- A review of the current coaching qualifications is required to ensure that equality is integrated into the new UKCC qualifications;
- Human resources guidance is required to ensure all heads of departments are publishing consistent application packs in terms of equality statements and forms;
- Ensure World Class and competition selection policies are reviewed annually to ensure they are fair but realistic;
- An audit of discipline committees is required to highlight any under-represented groups within the management of each competitive discipline.

### **SECTION THREE: IMPLEMENTING THE PLAN:**

#### **Consultation Process for Equality Action Plan:**

- The lead officer for equality is required to effectively oversee key measurable outputs with fundamental support from all departments including the regional development team.
- Delivery and implementation of the strategy will rely on regional input and will be reflected in regional delivery plans.
- The actions within the plan have been agreed by all heads of department, key volunteers and endorsed by the BCU Board.
- The process of developing the equality action plan has involved key members of staff and volunteers to ensure that the plan and subsequent actions are embraced, and therefore implemented, by the full community of Paddlesport.
- Club volunteers, coaches and members have been consulted through Canoe Focus, the website and volunteer newsletter. Recommendations, advice and support have then been sought from the Equality Advisory Group as well as from heads of department and regional staff.
- Additional advice has been sought through EFDS, Vaga Associates, UK Sport, Sporting Equals and WSFF, with updates to the senior management team, and ultimately final endorsement through English Council and the BCU board.

#### **Monitoring and reviewing the plan:**

- The lead officer for equality is responsible for effectively overseeing the key measurable outputs with support from all key staff and volunteers highlighted within the plan. The National Equality Group will meet twice a year to evaluate the progress of the plan and advise on further actions required including any additional projects which may need to be considered. The lead officer for equality already reports on progress to English Council and the BCU Board twice a year and will continue to do so.
- Success will be measured through identifying tasks which have been completed and progress on projects. Lessons learnt whilst implementing the plan will be taken forward. Staff and Key Volunteers will be provided with updates, with issues being raised with departments if no progress has taken place. Ultimately, membership and volunteers' figures will provide an indication on the impact of the plan. Members include coaches and competitors.

## SECTION FOUR – OVERVIEW: 3 YEAR VISION

<p style="text-align: center;"><b>Year 1</b> <b>(April 07 – March 08)</b></p>	<p style="text-align: center;"><b>Year 2</b> <b>(April 08 – March 09)</b></p>	<p style="text-align: center;"><b>Year 3</b> <b>(April 09 – March 10)</b></p>
<ul style="list-style-type: none"> <li>○ Equality Standard – Preliminary level achieved</li> <li>○ Management structure in place to implement equality;</li> <li>○ Action plan in place;</li> <li>○ Ongoing communication with staff and key partners;</li> <li>○ Equality policy updated and publicised;</li> <li>○ Improved understanding of equality issues for staff, clubs and key volunteers;</li> <li>○ Staff and members audit complete;</li> <li>○ Human resources and marketing review's and audit complete;</li> <li>○ All additional departments reviewed;</li> <li>○ Ongoing promotion of equality issues, opportunities and information;</li> <li>○ Ensure ongoing monitoring is undertaken in line with the Monitoring Plan;</li> <li>○ Ensure fair selection policies in place for competition disciplines.</li> </ul>	<ul style="list-style-type: none"> <li>○ Equality Standard – investigate working towards Intermediate level;</li> <li>○ Research undertaken with National Parkinson Foundation;</li> <li>○ Human Resources documents, policies and procedures updated and in place;</li> <li>○ Impact assessments on all policies</li> <li>○ Equality Symposium held;</li> <li>○ Marketing policy updated and website reviewed;</li> <li>○ Review and develop Girl Power project;</li> <li>○ Start to identify projects to target participation for ethnic minorities;</li> <li>○ Review Paddleability to increase participation and look at ways to adapt the scheme for paralympic competition;</li> <li>○ Development of Special Olympics programme;</li> <li>○ Increase Paddleability events programme;</li> <li>○ Database of centres and clubs with skills/experience of disability groups;</li> <li>○ Review of coaching awards and resources to ensure equality is integral within training;</li> <li>○ Inclusive Paddlesport Awareness module for coaches developed in line with UKCC;</li> <li>○ Coaching survey reviewed;</li> <li>○ Equality guidance included in club handbook.</li> <li>○ Ensure ongoing monitoring is undertaken in line with the Monitoring Plan.</li> </ul>	<ul style="list-style-type: none"> <li>○ Equality Standard - Intermediate level achieved if decision made to work on this.</li> <li>○ Coaching initiative launched for underrepresented groups. Role models to be used in initiative – gender, age and BEM;</li> <li>○ Efficient data collection process in place to collate information on paddlers, coaches, officials, volunteers and administrators;</li> <li>○ Ensure ongoing monitoring is undertaken in line with the Monitoring Plan;</li> <li>○ Work with identified clubs to develop a programme to enable each club to cater for under represented groups;</li> <li>○ Follow up progress and identify actions to work towards Paddleability events being included in the Paralympics;</li> <li>○ Develop a campaign to demonstrate Paddlesport doesn't have to be as expensive as perceived to support ethnic minority groups;</li> <li>○ Increase in number of level 2 female coaches;</li> <li>○ Disability/inclusive awareness courses for clubs, coaches and centres available.</li> <li>○ Ensure involvement in Special Olympics Summer Games – support offered and teams entered.</li> <li>○ Investigate initiative to develop Centre of Excellence as regional hubs for disabled paddlers.</li> </ul>