



The club follows the Welsh Rowing policy on equality.

Welsh Rowing endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in rowing, whether as beginners, participants, performers, volunteers, coaches, manager, employees, job applicants, administrators or officials or those within Welsh Rowing:

- *has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status, sexual orientation or political belief; and*
- *can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.*

<http://www.welshrowing.com/boathouse/docs/-1/11/Equality%20Policy.pdf>

The Equality Act (2010) focus is on the following issues:

- Eliminate discrimination, harassment and victimisation
- Promote quality of opportunity
- Remove disadvantage
- Meet diverse needs
- Encourage participation
- Promote good relations
- Tackle prejudice
- Promote understanding

The club aims to uphold these principles.

We are 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.

We aim to create a friendly 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:

- Contribute positively to the club by being supportive and friendly to club members.



- 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.

The club aims to:

- Develop a culture that enables and values everyone's full involvement
- Create an environment in which everyone has opportunities to participate, compete, officiate, coach and volunteer.
- Overcome potential barriers for those wishing to participate.

Diversity

The club strives to be an all-inclusive club that caters for a range of abilities, capabilities and aspirations. The club holds Ribbon standard (and is working towards the Bronze award) in the INSPORT programme. This enables us to make links with a range of local organisations in the community and offer opportunities to experience rowing as well as make us mindful of full inclusion.

Dealing with discrimination and harassment

We expect 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 as a formal complaint to either the Secretary (fgjrcsec@gmail.com) or Chairman (fgjrcchair@gmail.com) in accordance with the club's Constitution.

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.