

Diversity, Inclusion and Equality Policy

Updated August 2023

Authentic | Community | Professional



**Cornish Pilot Gig
Association**

Introduction

As a Governing Body, the CPGA is responsible for ensuring that all those who wish to participate in gig rowing in England are treated fairly.

All participants should be given equal opportunity irrespective of age, ethnicity, disability, sex, gender reassignment, religion or belief, sexual orientation, marriage & civil partnership or pregnancy, maternity and paternity. The CPGA fully supports this principle and is committed to satisfying these principles in all its activities.

The CPGA's 2022 - 2027 strategic plan, 'Our Sport, Our Community' acknowledges the objective to drive gig rowing in England to reflect the diversity of society; improving diversity of all facets of the sport and continuing to create an inclusive environment for all.

Inclusivity is one of our core values that runs throughout the strategic plan, and acknowledges creating a warm and welcoming ethos that brings people together. The aim, for the CPGA, is for gig rowing to be truly representative of all sections of society.

Diversity and Inclusion

The term 'diversity' refers to a varied community of people who are reflective of the society in which it exists and operates. 'Inclusion' is the practice of including people in a way that is fair for all, values everyone's differences, and empowers and enables each person to be themselves.

The rights and obligations set out in this policy apply equally to all employees, Board members, senior volunteers, members of the CPGA, and participants of clubs, events, and organisations affiliated or recognised by the CPGA.

The CPGA is fully committed to the principles of equality of opportunity and is responsible for ensuring that none of its members, volunteers, employees, or job applicants receives less favourable treatment, intimidation, or discrimination on the grounds of age, gender, gender reassignment, disability, race, ethnic origin, nationality, marriage or civil partnership, pregnancy, maternity or parental, religion or belief, socio-economic status, sex, sexual orientation, or political belief.

The CPGA will make every effort to ensure that everyone, who wishes to, has an equal opportunity to participate in the sport of gig rowing, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator or official.

Our Commitment

The CPGA will display its commitment to inclusivity by:

- Monitoring, evaluating, and reviewing the impact of policies in order to set benchmarks and track progress.
- Maintaining our representation where we are doing well, and improving representation in areas where we could improve.
- Creating an environment free of bullying, harassment, victimisation, and discrimination, promoting dignity and respect for all, and where individual differences and the contribution of all staff, volunteers and members are recognised and valued.

A third of our board of Trustees is currently female and our paid staff team is made up of entirely women, whilst a survey from 2019 found that 54% of registered rowers in the community are female.

We are committed to increasing the diversity of volunteers (including Board and committee members), participants, coaches and staff and will carry out initiatives and work with key stakeholders to encourage more women, LGBTQ+ people, people with disabilities and people from ethnically diverse communities to become more actively involved in all aspects of the CPGA's activities.

Discrimination

Discrimination can take the following forms:

Direct Discrimination

when someone is treated unfairly because of a protected characteristic , or someone thinks you have that protected characteristic* (known as discrimination by perception) or you are connected to someone with that protected characteristic (known as discrimination by association).

**Protected Characteristics are defined in the Equality Act 2010 as; age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation*

Indirect Discrimination

when there is a provision, criterion or practice that applies in the same way for everybody but disadvantages a group of people or individuals with a protected characteristic.

Harassment

when an individual receives unwanted conduct related to a protected characteristic and the conduct has the purpose or effect of violating the individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. It is also harassment if the unwanted conduct is sexual in nature or is related to gender reassignment or sex. Or the individual is treated less favourably because they did not submit to or reject the unwanted conduct.

Victimisation

when someone is treated badly because they complained about discrimination or helps someone else who has been discriminated against.

Within our sport, we condemn all forms of discriminatory behaviour. The CPGA regards discrimination, harassment or victimisation as serious misconduct and any member, employee, Board member or volunteer who discriminates against, harasses, or victimises any other person will be liable to appropriate disciplinary action.

Responsibility for Implementation

Equality, Diversity and Inclusion is everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.

All employees, members, volunteers, and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

The CPGA's Board of Trustees will oversee the implementation of this policy and monitor and evaluate its effectiveness with support of the staff team. The CPGA will make this policy available to all its employees, Board members, members, volunteers, officials, and clubs via appropriate media channels.

Disciplinary and Grievance

To safeguard an individual's rights under the policy an employee, member, volunteer, or official who believes that they have suffered inequitable treatment within the scope of this policy may raise the matter through the [appropriate channels for reporting of concerns](#).

Where an incident concerns a child, young adult, or adult with care and support needs, please refer to the [Safeguarding policy](#).

Contact

If you have any comments on this policy, or would like more information, please contact hello@cpga.co.uk