



Equality & Diversity Policy

Author/Review/Ratification	Date
Created by Mark Syrett, Committee Chair	Nov 2020
Reviewed by Pip Andrews, Safeguarding & Welfare Officer	August 2024
Ratified by NGRC Committee	August 2024
Next Review no later than	August 2028

Newhaven Gig rowing club employs the British Rowing commitment to Equality and Diversity in our Club and wider sport;

The Code of Ethics and Behaviours establishes the standards of behaviour expected from all participants in rowing and is based on the Values of British Rowing; Teamwork, Open to All, and Commitment. More specifically:

- “Rowing is an accessible and inclusive sport that provides opportunities for enjoyment at all levels”.
- Enable anyone to take part in rowing, no matter what their background, ethnicity, ability, sexual orientation or beliefs.
- Inspire competence, confidence, connection, character and creativity in all those who are a part of rowing.
- Recognise and support the rights, dignity and worth of others.
- Be considerate and support the development of the emotional as well as physical well-being,

health and future of anyone in rowing.

Resources available to you include:

- The [British Rowing Regulations](#), section 9, has a clear statement for Equity and Diversity, as does the [Statement of Diversity](#).
- [The Equity Policy](#) also reiterates the responsibility for all employees, members, volunteers and officials to respect, act in accordance with and thereby support and promote the spirit and intentions of the Equity policy.
- [British Rowing's Code of Conduct](#) also specifies specific rights of individuals and the responsibilities of others in ensuring we behave equitably and contribute to an environment which is fair, enjoyable, and fundamentally open to all.
- British Rowing's Inclusive Club Guide has excellent examples and best practice advice you can apply
- It is important that anyone feels able to raise a concern, and therefore we encourage you to follow the grievance procedures which can be found [here](#).

