



SOCA Anti-Discrimination Statement

Our Commitment on Discrimination

SOCA is committed to promoting equity and diversity in our policies, practices and procedures and in influencing others to do the same in our dealings with members, guest and participants, venue staff, and any members of the public who are in contact with the club.

**We use the term "Equity" as this goes a step further than "Equality". The term "Equity" aims to promote the idea that individual people sometimes might need an additional helping hand to get the things that they need in order to feel as though they belong to a particular community – which could be described as "breaking down systemic barriers". Whereas equality only suggests that people should get exactly the same treatment regardless of their individual circumstances.*

SOCA is committed to complying in both letter and spirit with all anti-discrimination legislation and associated codes of practice in force either now or in the future.

SOCA will:

1. Treat everyone equitably and with the same attention, courtesy and respect regardless of their religion or belief, gender reassignment, sexual orientation, sex, pregnancy & maternity, marriage & civil partnership, disability, race, and age.
2. Aim to eliminate all forms of discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010 and other relevant legislation by:
 - Building cultures of trust, where anyone experiencing discrimination feels confident to come forward and know that they will be listened to, and their concerns acted upon
 - Show zero tolerance of discrimination, victimisation and harassment.
 - Encourage and enable all members to act and stand up to discrimination and intervene if they become witness to such actions.
3. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it by:
 - Removing or minimising disadvantages suffered by people due to their protected characteristics.
 - Fostering good relations between people who share a relevant protected characteristic and those who do not share it.
 - Embedding good diversity and inclusion practice into our decision-making processes
 - Ensure the clubs commitment to diversity and inclusion is communicated through internal practices and externally.

By implementing this policy **SOCA** aims to ensure that we are providing a safe, welcoming, and inclusive environment for all who wish to undertake boating and social activities within our club.