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# Durham Regatta

## EQUAL OPPORTUNITIES & DIVERSITY POLICY STATEMENT

It is the aim of Durham Regatta to ensure that its activities treat all volunteers, participants and visitors equally on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In implementing this policy, Durham Regatta will abide by the Equality Act and the relevant British Rowing requirements, particularly with regard to competition entry rules. It will also take into account the needs of visitors, participants or volunteers as appropriate to the nature of the event.

To ensure direct or indirect discrimination does not occur, the Executive Committee will regularly monitor its decisions for any potential impact on the groups and characteristics referred to above and in the recruitment of volunteers to assist in the running of the Regatta. Durham Regatta seeks to positively support people to compete at, or otherwise engage with, the Regatta and operates a zero tolerance policy towards discriminatory or abusive behaviour, so that the Regatta is a welcoming and safe environment for all.

This Policy will be communicated to the Directors and members of the Executive Committee and is available on request. The policy will be used to ensure that there are no barriers to volunteering or participation in membership of the Regatta and the Executive Committee.

All Directors and Executive Committee members have a personal responsibility towards implementation of this policy.

Any individual believing they have been unfairly treated in any sense is entitled to raise the issue through providing feedback to Directors or members of the Executive Committee.

This statement will be reviewed and updated as necessary on at least an annual basis.

Accountability for compliance with the statement rests with the Chair of the Executive Committee

Signed for and on behalf of Durham Regatta:

Mr Michael Laing, Chair of Executive Committee and Director, April 2026.

Next Review: January 2027.