



Wivenhoe Sailing Club

Equal Opportunity Policy – December 2019

Policy Statement

Wivenhoe Sailing Club is committed to equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

Objectives

- To ensure boating is accessible and attractive to the widest audience.
- To ensure that Wivenhoe Sailing Club's facilities and services are as accessible as possible, including to people with disabilities.
- To increase the diversity of our instructors, coaches and race officials.
- To identify and promote more role models at all levels from under-represented groups, including women and girls, people with disabilities, people from Black, Asian and Minority Ethnic (BAME) backgrounds and from LGBT+ people.
- To attract new participants from under-represented groups through targeted initiatives.
- To maintain the Advanced level of the Equality Standard for Sport.

Implementation

- Appointments to voluntary or paid positions with Wivenhoe Sailing Club will be made on the basis of an individual's knowledge, skills and experience and competences required for the role.
- Wivenhoe Sailing Club will tailor requirements in relation to RYA training schemes offered which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of schemes and assessments are not compromised.
- Wivenhoe Sailing Club reserves the right to discipline any of its members, qualification holders, appointees, volunteers, or employees who practise any form of discrimination in breach of this policy, in line with the relevant articles, rules, codes of conduct and disciplinary procedures.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the General Committee and the nominated Welfare Officer.

Signed

Bernie Hetherington

Commodore

Dated: December 2019

Next review date: December 2022 (at the latest).

Approved GC meeting December 3rd 2019