

Babbacombe Corinthians Sailing Club Equality and Diversity Policy

Objectives

- To make boating, in all its forms, an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that our programmes and activities are accessible to all, including those who have, in the past, been under-represented in the membership.

Policy Statement

Babbacombe Corinthians Sailing Club is committed to the principle of equality of opportunity. We aim to ensure that all present and potential participants, members, instructors, competitors, officials and volunteers are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage or partnership or gender reassignment.

Implementation

- Babbacombe Corinthians Sailing Club is friendly, welcoming and open to all, and has procedures in place to deal with any instances of discriminatory language or behaviour.
- Appointments to roles, committee or volunteer positions, within the club, will be made on the basis of an individual's skills and experience and to the competencies required for the role.
- Working in partnership with the RYA, we will work to ensure that all our activities are accessible to people from all communities.
- Babbacombe Corinthians Sailing Club will provide the necessary education and training, so that all members are aware of this policy and of our commitment to equality of opportunity.
- Babbacombe Corinthians Sailing Club reserves the right to take disciplinary action against any member of the club, official, volunteer or post holder who is in breach of this policy. The Commodore, in consultation with the General Committee of the club and having examined all the evidence, may suspend or expel any member, found to have acted in breach of this policy. A member who has been subject to disciplinary action has the right of appeal. In this case the Commodore's decision will be final.
- The effectiveness of this policy will be monitored and evaluated by the General Committee of the club, on an annual basis.
- A copy of this policy document will be available on the Babbacombe Corinthians Sailing Club website.

- The Commodore has overall responsibility for ensuring that this policy is observed. The Welfare and Safeguarding Officer is responsible for maintaining the policy and revising it, to take account of changes to RYA policy and guidance. The Welfare and Safeguarding Officer is also responsible for advising and responding to members concerns or complaints. All issues or complaints raised in the context of this policy will be treated as confidential, but will be notified to the Commodore and the General Committee of the club.
- The Welfare and Safeguarding Officer is Mandy Mander

Document Revision Record

	Date of Action	Changes
Initial Draft	03/04/20	
Agreed by General Committee		
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