

Babbacombe Corinthian Sailing Club Equality and Diversity Policy

Objectives

- To ensure boating is accessible and attractive to the widest audience
- To ensure that the RYA training schemes are as accessible as possible, including people with disabilities
- To identify and promote role models at all levels including women and girls, people with disabilities, people from BAME backgrounds and LGBT+ people
- To attract new participants from under represented groups through targeted initiatives
- To maintain the Advanced level of the Equality Standard for Sport

Policy Statement

Babbacombe Corinthian Sailing Club, and its governing body the Royal Yacht Association (RYA), is committed to 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, gender reassignment or social status.

Implementation

- Babbacombe Corinthian 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 and all other volunteer positions, within the club, will be made on the basis of an individuals knowledge, 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. We will follow RYA guidance and tailor requirements in relation to RYA training schemes which may inhibit the performance of candidates with special needs, provided that the standard, quality, integrity of schemes and assessments are not compromised.
- The RYA will develop further policies for specific subject areas where appropriate (eg instructing, race officials).
- Babbacombe Corinthian 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 Corinthian 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 Commodores 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 Corinthian 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	03/04/2020	
Agreed by General Committee	11/05/2020	No amendments required. Next review due 10/05/2021
Posted to Website	12/05/2020	
Review Date	6/12/2021	Reviewed by General Committee. Next due by 6/12/2022
Posted to Website	14/12/2021	
Review Date	14/11/2022	Reviewed by General Committee. Next due by 6/12/2023
Posted to Website	18/12/2022	
Review Date	01/02/2026	Reviewed by General Committee against RYA guidance
Posted to Website	19/02/26	
Review Date	2028	