



HLSC EQUALITIES POLICY



Review Implemented September 2019

Latest time for further review 2022



Policy Statement

The Holy Loch 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 the Holy Loch Sailing Club's services, including training schemes, are 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 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.

Implementation

Appointments to voluntary or paid positions with The Holy Loch Sailing Club will be made on the basis of an individual's knowledge, skills and experience and the competences required for their role.

The Holy Loch Sailing Club will tailor requirements in relation to RYA training schemes which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of schemes and assessments are not compromised.

The Holy Loch Sailing Club will develop further policies for specific subject areas where appropriate (e.g. instructing)

The Holy Loch Sailing Club reserves the right to discipline any of its members, qualification holders, appointees, volunteers or employees who practice any form of discrimination in breach of this policy, in line with relevant articles, rules, codes of conduct and disciplinary procedures.

The effectiveness of this policy will be monitored by the Club with an annual report to the Committee and will be open to be evaluated on an ongoing basis by the RYA Safeguarding and Equality Manager reporting to the RYA Board and the Sports Council Equality Group.