



Holy Loch Sailing Club

Sandbank, Dunoon, Firth of Clyde



The Holy Loch Sailing Club SCIO offers:

- Cruising
- Class Racing
- Skiff
- Cadet programme
- Powerboating to support these activities
- Paddle sports

Membership of the club is open to all interested in watersports, regardless of sex, age, disability, ethnicity, nationality, economic situation, sexual orientation, religion or other beliefs. The vision for Holy Loch Sailing Club SCIO is:

- Sustainability
- Equality and Inclusion
- Ease of Access to sailing and other non-motorised watersports.
- Provide, for and encourage participation, in all activities associated with the club.
- To deliver positive outcomes for everyone involved in club activities
- To be part of a wider community, sports clubs etc.

Holy Loch Sailing Club SCIO is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all.

Membership subscriptions are kept at levels that will not pose a significant obstacle to people participating. In addition, the club has a policy of accessing grant funding to ensure that economic disadvantage is never a barrier to participation.

Equality, diversity and inclusion policy Revised October 2023 Review 2026

The aim of this policy is to ensure that everyone is treated fairly and with respect and ensure members, non-members and visitors are not denied access to our club facilities because of a discriminatory reason.

An extensive explanation of the different types of discrimination can be found in the **RYA Equality, Diversity and Inclusion Strategy 2023** – www.rya.co.uk

This policy is fully supported by the committee who are responsible for the implementation and review of this policy. Therefore we will adhere to the following:

- a) Take responsibility for setting and upholding standards and values that apply throughout the club at every level, so sailing can be enjoyed by everyone who wants to participate.
- b) Demonstrate a commitment to eliminating discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities and an inclusive welcoming environment.
- c) Ensure that members, non-members and visitors are treated fairly and with respect and ensure that all members of the community regardless of their ability have access to and opportunities to take part in, and enjoy its programmes of activities, competitions and events.
- d) Oppose all forms of harassment, bullying or abuse towards an individual or group whether it is physical, verbal or online that is based on any of the characteristics listed above or for any other reason. Any incidents of this or a similar nature will be treated seriously and subjected to the appropriate disciplinary process.
- e) Ensure there is an immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of the Holy Loch Sailing Club SCIO welfare and safeguarding officer. Complaints will be dealt with in accordance with the complaints policy and, where such a complaint is upheld, the committee may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour.
- f) Promote a culture that encourages the learning and development of coaches and volunteers in order to achieve greater diversity and inclusion within water activities, in compliance with the RYA Equality, Diversity and inclusion policy.
- g) Be committed and take action to create an inclusive environment that is welcoming and seeks to improve representation across all groups and participation at all levels within water sport activities.

Lodging a Complaint or incident: In the event that any employee, member, volunteer, visitor feels that he, she or they have suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant or incident should report the matter in writing or Email (safeguarginghlsc@gmail.com) to the welfare and safeguarding officer or another member of the management committee.

The report should include:

- a) details of what occurred
- b) details of when and where the occurrence took place
- c) any witness details and copies of any witness statements
- d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed)
- e) details of any former complaints made about the incident, including the date and to whom such complaint was made
- f) an indication as to the desired outcome.

Please find an example of the incident and complaints form below

Holy Loch Sailing Club SCIO Incident report form

Date and time of incident	
Name and position of person about whom report, complaint or allegation is made	
Name and age of child/protected adult involved	
Nature of incident, complaint or allegation (continue on other side of page if necessary)	
Action taken (continue on other side of page if necessary)	
If Police or Children's Social Services contacted, name, position and telephone number of person handling case	
Name, organisation and position of person completing form	
Contact telephone number	
Signature of person completing form	
Date and time form completed	
Name of HLSC Safeguarding Officer or person in charge (if different from above)	

Contact telephone number	
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**This form should be copied, marked 'Private and Confidential', to Safeguardinghlsc@gmail.com
Holy Loch Sailing Club Welfare Officer.**

