



DELL QUAY SAILING CLUB

DELL QUAY SAILING CLUB EQUALITY, DIVERSITY AND INCLUSION POLICY

Date	Reviewed/Amended
July 2019	

Dell Quay Sailing Club (DQSC) is a club run and managed by volunteers. While it seeks excellence in all it does, DQSC recognises that it is limited by its location and resources.

1. DQSC Policy Statement and Aims

- a. Inclusivity on an equal and diverse basis is one of the Dell Quay Sailing Club Ltd (DQSC) core values. DQSC works to ensure *all activities* are accessible and attractive to the widest membership possible given the limitations of DQSC's location and access to the water. DQSC seeks to create as inclusive an environment as practicable, that doesn't unfairly disadvantage a person or group because of their characteristics or differences.
- b. DQSC is committed to the principle of 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. DQSC notes that it is unlawful for an organisation to discriminate against, harass or victimise someone on the grounds of one or more of nine protected characteristics: Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race, Religion or Belief, sex and Sexual Orientation.

2. Implementation

- Appointments to voluntary posts will be made on the basis of an individual's knowledge, skills and experience required for the role.
- The RYA Training Centre may relax regulations 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.
- DQSC reserves the right to discipline any of its members who practise any form of discrimination.

3. Equality Training

DQSC accepts that awareness training is needed for members of the Committees and suggests that members watch the RYA series of short video case studies to help them to understand discrimination and equality'. These are available at:

<https://www.rya.org.uk/about-us/rya-policies/equality/Pages/equality-training-videos.aspx>

The Officers and Committees of DQSC should be familiar with the RYA Equality, Diversity & Inclusion Guidance Notes



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4. Guidance Notes

Guidance notes for Officers of DQSC, Committee Members and DQSC members are available on the RYA website. (<https://www.rya.org.uk/about-us/rya-policies/equality/Pages/equality-diversity-inclusion.aspx>)

5. Policy Review

At least annually Flag Officers and their respective committees will review activities against the RYA Guidance Notes in order to evaluate what is going well and what DQSC can do to improve on our policy aims.

Reference: Equality Act 2010, came into force on 1 October 2010. The Equality Act brings together over 116 separate pieces of legislation into one single Act and is commonly referred to as the Equality and Diversity Act.