



# HOLLOWELL SAILING CLUB EQUALITY POLICY

## Objectives

1. To make boating an activity that is genuinely open to anyone who wishes to take part.
2. To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
3. To ensure that Hollowell Sailing Club's services, including training schemes, are accessible to all, including those who have been under-represented in the past.

## Policy Statement

Hollowell Sailing Club 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, irrespective of their gender, age, disability, ethnic origin, colour, religion or belief, social status or sexual orientation.

## Implementation

The General Committee has overall responsibility for the implementation of the Equality Policy. Hollowell Sailing Club is affiliated to the Royal Yachting Association and as a recognised training centre adopts a policy of ensuring an open and friendly welcome to all those interested in boating. Appointments to voluntary or paid positions with Hollowell Sailing Club will be made solely on the basis of an individuals' knowledge, skills and experience and the competences required for the role. Hollowell Sailing Club will 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. Hollowell Sailing Club reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy.

## Monitoring and Evaluation

The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

Approved by Hollowell Sailing Club General Committee

Jan 2018