



East Lancashire Sailing Club
Equality and Diversity Policy

Version: 1.0



1 DOCUMENT VERSION CONTROL

DATE	VERSION	NAME	REASON FOR CHANGE
29/10/2020	0.1 Draft	Michael Ryding	Document creation and draft for initial review
30/10/2020	1.0	Sheila Tomlinson	First published version

2 EQUALITY AND DIVERSITY POLICY STATEMENT

East Lancashire Sailing Club is committed to equality of opportunity and aims to ensure that all present and potential students and instructors 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.

3 OBJECTIVES

To ensure boating is accessible and attractive to the widest audience

To ensure that our services are as accessible as possible, including people with disabilities.

To increase the diversity of our Instructors

To attempt to identify role models from under-represented groups, including women, people with disabilities, people from BAME backgrounds and LGBT+ people.

To attract new participants from under-represented groups by positive encouragement following initial interest.

4 IMPLEMENTATION

East Lancashire Sailing Club will tailor requirements in relation to RYA courses, to individuals, provided that the standard, quality and integrity of the scheme and assessments are not compromised.

Volunteers at East Lancashire Sailing Club will be encouraged on the basis of an individual's knowledge, skills and experience and the competencies required for the role.

East Lancashire Sailing Club reserves the right to re-educate, or remove, any volunteers who practise any form of discrimination in breach of this policy.

The effectiveness of this policy will be monitored and evaluated on an on-going basis by the School Principal.