



Chipstead Sailing Club

EQUALITY & DIVERSITY POLICY

Objectives

- To ensure that membership of Chipstead Sailing Club is open to all, in accordance with its status as a Community Amateur Sports Club.
- To ensure all water and land activities at Chipstead Sailing Club are open to any member who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that all water and land activities at Chipstead Sailing Club, for associated groups, including training, are accessible to all.
- As a Royal Yachting Association (RYA) recognised training centre, to make training available to all and to support the RYA's objectives of training being safe, educational and fun.

Policy Statement

Chipstead Sailing Club is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, and volunteers 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.

Implementation

- Membership applications will be considered in a fair and inclusive manner.
- Appointments to positions within Chipstead Sailing Club will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- Chipstead Sailing Club will implement and work with the RYA in relation to best practice of Equality and Diversity in the delivering of RYA training schemes.
- Chipstead Sailing Club will not discriminate or otherwise inhibit the performance of any candidates with individual needs and strive to ensure that the standard, quality and integrity of schemes and assessments are not compromised.
- Chipstead Sailing Club reserves the right to discipline any of its members who practise any form of discrimination in breach of this policy.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.
- Should there be any concerns regarding the application of this policy or an accusation of discrimination these should be made known to the Commodore at: commodore@chipsteadsc.org.uk and the Safeguarding Officer at safeguarding@chipsteadsc.org.uk.