



# Nottinghamshire County Sailing Club Equality Diversity and Inclusion Policy

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## Policy Statement

The Nottinghamshire County Sailing Club (NCSC) is committed to equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers sub-contractors and employees 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.

## Summary

The EDI policy sets out the requirements and responsibilities of the NCSC for ensuring and advancing, equality for all members of the club in accordance with the Equality Act 2010 and the Public Sector Equality Duty 2011.

The Equality, Diversity and Inclusion (EDI) policy is set within the context of NCSC's constitution, code of conduct values and strategic priorities.

The policy aims to promote positive attitudes to inclusivity and diversity to create an environment where all are able to participate to their full potential. It seeks to ensure that no person is treated less favourably or unfavourably on the grounds of any of the Protected Characteristics under the Equality Act 2010 (Appendix 1).

Each member of the club has a responsibility to uphold this policy, advance equality and eliminate discrimination, harassment and victimisation.

## Objectives

- To ensure our club and its activities are accessible and attractive to the widest audience.
- To ensure that NCSC's services, including training schemes, are as accessible as possible, including to people with disabilities.
- To increase the diversity of our Members, Instructors, and Committee members
- To attract new participants from under-represented groups through targeted initiatives.

## Implementation

- Appointments to positions within NCSC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- NCSC will tailor requirements 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.
- NCSC reserves the right to invoke its conflict resolution and dispute policy in respect of any of its members, instructors or employees who practise any form of discrimination in breach of this policy, in line with the relevant articles, constitution, codes of conduct and disciplinary procedures.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the Commodore reporting to the Executive Committee.

## **Appendix 1**

### **The 9 Protected Characteristics are:**

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity