



Harlow (Blackwater) Sailing Club

Equality Policy

Approved by H(B)SC Management Committee May 2020

1. About this Policy

Harlow (Blackwater) Sailing Club (HBSC) 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 sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status. H(B)SC is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

2. Objectives

To make sailing an activity that is genuinely open to anyone who wishes to take part, including those who may have been under-represented in the past.

To provide an ethos for everyone to enjoy the sport of sailing, in whatever capacity and to whatever level they desire.

To make participants and visitors feel welcome, whatever their background whilst at H(B)SC.

3. Implementation

The H(B)SC Committee has the overall responsibility for the implementation of the Equality Policy. H(B)SC is affiliated to the Royal Yachting Association (RYA) and adopts a policy of ensuring an open and friendly welcome to all those interested in sailing. Appointments to voluntary or paid positions with H(B)SC will be made solely on the basis of the individuals' knowledge, skills and experience and the competences of the role. For anyone found to practice any form of discrimination in breach of this policy, H(B)SC reserves the right to (and not limited to); discipline any of its members or employees, terminate voluntary roles and terminate club membership.

All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

4. Monitoring and Evaluation

The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the H(B)SC Committee.