

# Equality, Diversity and Inclusion Policy v2026

## **Pevensey Bay Sailing Club**

Old Martello Road, Pevensey Bay, East Sussex BN24 6DX



### 1. Policy Statement

Pevensey Bay Sailing Club [PBSC] is committed to providing an environment in which all members, volunteers, visitors and participants are treated with dignity, fairness and respect. As a family-orientated dinghy sailing club based in Pevensey Bay on the south coast of England, we believe that sailing should be accessible, welcoming and enjoyable for everyone, regardless of background or personal characteristics.

The Club values diversity and recognises that a broad range of experiences, perspectives and abilities strengthens our sailing community. We are committed to promoting equality of opportunity and preventing unlawful discrimination, harassment, victimisation or exclusion.

### 2. Scope

This policy applies to all Club activities, including membership, sailing, training, racing, social events, volunteering, committee activities and any interactions conducted on behalf of the Club, whether in person, online or through social media.

The policy applies to all members, guests, volunteers, instructors, race officials, committee members and visitors.

### 3. Our Commitment

The Club will:

Treat all individuals fairly and with respect.

Provide equal opportunities for participation in sailing and Club activities.

Foster an inclusive and welcoming atmosphere for people of all ages and abilities.

Encourage participation from groups that may be underrepresented in sailing.

Make reasonable adjustments where practicable to enable participation by people with disabilities or additional needs.

Ensure that decisions relating to membership, training, volunteering and Club involvement are made fairly and objectively.

Challenge and address inappropriate behaviour, discrimination, bullying, harassment or exclusion.

The Club will not tolerate discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, socio-economic background, or any other characteristic protected by law.

#### 4. Standards of Behaviour

All members and visitors are expected to:

Treat others courteously and respectfully.

Promote a positive and inclusive Club culture.

Respect differences in ability, experience, background and opinion.

Avoid language or behaviour that could be intimidating, offensive, discriminatory or exclusionary.

Support young people and vulnerable adults in accordance with the Club's safeguarding procedures.

Any form of bullying, harassment, victimisation or discrimination may result in disciplinary action in accordance with the Club's rules and procedures.

#### 5. Accessibility and Inclusion

As a small community sailing club, we will seek to make our facilities, activities and communications as accessible as reasonably practicable. We recognise that some barriers to participation may exist and will consider reasonable adjustments where possible to support involvement in sailing and Club life.

The Club encourages feedback from members on ways to improve accessibility and inclusion.

#### 6. Reporting Concerns

Any member, volunteer or visitor who believes they have experienced or witnessed discrimination, harassment or unfair treatment should raise the matter with a member of the Committee, Welfare Officer or Commodore as soon as possible.

Concerns will be handled sensitively, fairly and confidentially, and investigated in accordance with Club Safeguarding, Complaints and or Disciplinary policies. No individual will be treated unfavourably for raising a genuine concern.

#### 7. Review

The Committee is responsible for implementing and monitoring this policy. The policy will be reviewed at least every three years, or sooner if legislation, guidance or Club circumstances change.

By working together, we can ensure that Pevensy Bay Sailing Club remains a welcoming, inclusive and enjoyable environment where everyone has the opportunity to participate in and enjoy sailing.