



Pevensey Bay Sailing Club Equality and Inclusivity Policy April 2022

Pevensey Bay Sailing Club together with the RYA is committed to the principle of equality of opportunity.

Our aim is to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, 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.

We work to ensure boating is accessible and attractive to the widest audience where possible.

We embrace and welcome diversity within our membership.

We believe all participants should feel welcome, whatever their background, and that our organisation benefits the whole community.

Equality and Inclusivity Objectives

1. To make boating an activity that is genuinely open to anyone who wishes to take part.
2. To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
3. To ensure that the RYA's services, including training schemes, are accessible to all, including those who have been under-represented in the past.
4. The Club may relax regulations 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.
5. The Club reserves the right to discipline any of its members or volunteers who practise any form of discrimination in breach of this policy.
6. The effectiveness of this policy will be monitored and evaluated on an ongoing basis.