



# Tollesbury Sailing Club

[www.tollesburysc.com](http://www.tollesburysc.com)

Established 1936 and affiliated to the Royal Yachting Association

## **Equality, Inclusion and Diversity Policy**

### **Statement of Policy**

Tollesbury Sailing Club is committed to a policy that all are equal, all are to be included and, that diversity is to be appreciated. It is fundamentally wrong to discriminate against any individual or group. The terms equality, inclusion and diversity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at the club and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the club membership. We will actively support diversity and inclusion and ensure that all our members are valued and treated with dignity and respect. We want to encourage everyone in our community to reach their potential.

### **Aims of Policy**

- a) The overall aim of the policy is to ensure no member, applicant member, employee / worker or committee member is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation without a lawful basis.
- b) To make sailing and other approved water activities at TSC an activity that is open to anyone who wishes to take part in club activities.
- c) To provide an environment for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- d) To ensure that TSC activities, including training schemes, are accessible to all.

### **Implementation**

- a) Each member of TSC has a responsibility to uphold this policy, advance equality and eliminate discrimination, harassment and victimisation.
- b) Appointments to voluntary positions at TSC are made on the basis of an individual's knowledge, skill and experience and after consideration of competencies required for the role.
- c) To make reasonable adjustments, specifically 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.
- d) For anyone found to practice any form of discrimination in breach of this policy, TSC reserves the right to discipline any of its participants which may include termination of club membership and/or voluntary roles.
- e) The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the TSC Committee.

***TSC Committee, August 2021***