



# HURST CASTLE SAILING CLUB

## EQUALITY POLICY

### 1. Policy Statement

1.1 Hurst Castle Sailing Club (HCSC) endorses the principle of equality and will ensure that all members of the Club:

- Have an equal opportunity to take part to the full extent of their own ambitions and abilities, without regard to their age, sex and sexual orientation, gender reassignment, disability, marital or civil partnership status, pregnancy or maternity, religion or belief, race; and
- Can be assured of an environment in which their rights, dignity and individual worth are respected and in which they are able to enjoy their sport without the threat of intimidation, victimisation, harassment, and abuse.

1.2 This Policy applies to all club members regardless of their role within the Club. It also applies to the membership application process, where all applicants will be considered without regard to the factors stated above.

### 2. Purpose of the Policy

- To avoid and eliminate unfair discrimination of any kind in sailing/boating and other on the water activities as well as onshore activities.
- To make HCSC accessible and attractive to the widest possible membership base, and where possible to attract new members from any under-represented groups.
- To increase diversity within the membership and the Club Officers.

### 3. Implementation

The following steps will be taken to publicise this Policy and to ensure/promote equality at HCSC:

- A copy of this Policy will be displayed in the Clubhouse and on the club website.
- Full account will be taken of this Policy in arriving at any decision regarding an individual's role within the Club, or in their application for membership. The same applies in the event of appointing a paid contractor such as a trainer or cleaner, to help the Club. All such decisions will be made based on an individual's knowledge, skills and experience and the competences required for the role.
- Full account will be taken of this Policy in any actions adopted by HCSC to attract new members to the Club.

### 4. Complaints

Any Club member (or applicant for membership) who considers that they have not been treated according to this Policy may raise a complaint in accordance with the HCSC agreed Complaints Procedure.

### 5. Responsibility and Review

- The Gen. Committee is responsible for implementing and monitoring this Policy.
- The Gen. Committee will review this Policy at intervals of no more than three years, or earlier if there is a change in legislation which necessitates changes.