

EQUALITY POLICY

July 2019

1. Objectives

- To provide the opportunity for everyone to enjoy sailing and associated activities, in whatever capacity and to whatever level the individual desires within the framework of activities offered by Frensham Pond Sailing Club (FPSC).
- To ensure that all activities at FPSC, including training courses run by its RYA Recognised Training Centre and the activities of Frensham Pond Sailability, are accessible to all and genuinely open to anyone who wishes to take part.

2. Policy Statement

FPSC 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, or gender reassignment.

3. Implementation

- FPSC aims to be friendly, welcoming and open to all.
- FPSC will always try to be alert to and remove barriers to participation and will make any reasonable adjustment to enable and encourage anyone with any special need to participate in and enjoy the Club's activities.
- FPSC will relax regulations in relation to RYA training schemes which may inhibit the performance of candidates with special needs, provided that any relaxation accords with relevant RYA guidelines and does not compromise the standard, quality and integrity of the schemes.
- Appointments to voluntary or paid positions with FPSC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- The effectiveness of this policy will be monitored as part of the process of ongoing reviews by the Club's General Committee

Approved by the General Committee on 9th July 2019