Inclusion, diversity and equality

Downs Sailing Club (DSC) expects all users (members, visitors, participants, coaches, instructors, officials, parents and volunteers) of DSC to show respect and understanding for each other, treat everyone equally within the context of the sport and conduct themselves in a way that reflects the principles of the club.

We are committed to providing a welcoming and inclusive environment for all, regardless of gender, race, ethnicity, religion, sexual orientation, age, disability or any other personal characteristic. DSC is working to increase diversity within the club.

DSC does not tolerate discrimination of any kind. We expect the support of all club member on this journey.

We will follow RYA policy by

- Creating an DSC community that is representative of the local community
- An inclusive and informed DSC that does not negatively impact anyone.
- Highlighting inappropriate behaviour and attitudes towards diversity.
- Supporting others to understand how behaviours can adversely impact others.
- This will enable us to reach our goals for :-

Equality - giving people the same opportunities regardless of their personal characteristics, which allows everyone to receive the treatment and environment they need to thrive.

Diversity - Embracing individuality and celebrating differences across all communities.

Inclusion - Creating an environment where everyone feels welcome and safe.

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Downs Sailing Club Equality, Diversity and Inclusion Policy

Policy Statement :-

Downs Sailing Club (DSC) is committed to equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches,

competitors, officials, volunteers, sub-contractors 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, gender reassignment or social status.

Summary

The Equality, Diversity and Inclusion (EDI) policy sets out the requirements and responsibilities of the DSC for ensuring and advancing equality for all members of the club in accordance with the Equality Act 2010 and the Public Sector Equality Duty 2011.

The EDI policy is set within the context of the DSC constitution, code of conduct values and strategic priorities.

The policy aims to promote positive attitudes to inclusivity and diversity to create an environment where everyone can participate to their full potential. It seeks to ensure that no person is treated less favourably or unfavourably on the grounds of any of the Protected Characteristics under the Equality Act 2010 (Appendix 1).

Each member of the club has a responsibility to uphold this policy, advance equality and eliminate discrimination (Appendix 2), harassment (Appendix 3) and victimisation (Appendix 4).

Objectives

To ensure our club and its activities are accessible and attractive to the widest audience.To ensure that DSC’s services, including training schemes, are as accessible as possible, including to people with disabilities.

To increase the diversity of our Members, Instructors, and Committee members.

To attract new participants from under-represented groups through targeted initiatives.

Implementation

Appointments to positions within DSC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.

DSC will tailor requirements 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.

Breach

DSC reserves the right to invoke its complaints, disciplinary or grievance procedure as appropriate, in respect of any of its members, instructors or employees who practise any form of discrimination in breach of this policy, in line with the relevant articles, constitution, codes of conduct and disciplinary procedures.

The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the Commodore and Committee.

Appendix 1

Protected Characteristics under the Equality Act 2010

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity

Appendix 2

Discrimination

This is recognised in two key parts under the Equality Act 2010:

Direct discrimination

A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.

Indirect discrimination

A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.

Appendix 3

Harassment

Harassment occurs where a person engages in unwanted conduct related to a Protected

Characteristic as outlined in the Equality Act 2010, which has the purpose of either:

• Violating the other person’s dignity; or

• Creates an intimidating, hostile, degrading, humiliating or offensive environment for the other person.

In determining whether conduct amounts to harassment, in regard to :-

• The perception of the victim;

• Whether it is reasonable for the conduct to have the perceived effect

Sexual Harassment

Sexual harassment occurs where a person engages in unwanted conduct of a sexual nature,

and the conduct has the purpose or effects outlined above.

One Off Incidents

A single, isolated, or one-off incident can still amount to harassment. The key consideration is the purpose or effect of the conduct.

Protection from Harassment Act 1997

Harassment can still occur even if it not based on a Protected Characteristic. The Protection from Harassment Act 1997 made it a civil, and sometimes a criminal, offence to carry out a course of conduct that amounts to harassment.

Appendix 4

Victimisation

Victimisation as defined by the Equality Act 2010.

Victimisation takes place where one person treats another less favourably because they have asserted their legal rights in line with the Act or helped someone else to do so.

Protected Act

A protected act includes bringing legal proceedings or making a complaint under the Equality Act 2010 in relation to discrimination, harassment, bullying, or any other issue related to equality, diversity or Protected Characteristics