

Equality Policy

Policy Statement

River Aln Boat Club (RABC) endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in sailing/boating, whether as members, casual participants, volunteers, officials, office-bearers in the Club:

- o) has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- o) can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

RABC is committed to avoiding and eliminating unfair discrimination of any kind in sailing/boating, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment.

Objective

- o) To ensure sailing/boating at RABC is accessible and attractive to the widest audience in accordance with the objects and rules of the Club.

Implementation

The following steps will be taken to publicise this policy and promote sports equality in sailing/boating:-

- o) A copy of this document will be published on the RABC website or can be requested from a member of the Club Committee.
- o) The Club Committee will take full account of the policy in arriving at all decisions in relation to activities of RABC.
- o) Appointments to positions with RABC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.

Responsibility and Monitoring

The Club Committee will be responsible for ensuring the implementation and monitoring of this policy.

The Club Committee will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation).

Date approved by Club Committee: December 2024

Date reviewed: