



Neyland Yacht Club Equality, Inclusion and Diversity Policy

Policy Statement

Neyland Yacht Club is committed to equality of opportunity and aims to ensure that all present and potential 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, gender reassignment or social status.

Objectives

- To ensure boating is accessible and attractive to the widest audience
- To increase the diversity of our members, instructors and coaches
- To identify and promote more role models at all levels from under-represented groups including women and girls, people from BAME backgrounds and LGBT+ people
- To attract new participants from under-represented groups
- To maintain the Advanced Level of the Equality Standard for Sport

Implementation

- Neyland Yacht Club recognises the RYA's encouragement to its affiliated clubs and organisations, recognised training centres and other stake-holders to adopt similar policies, so that they offer an experience to participants that is friendly, welcoming and open to all
- Appointments to any position within Neyland Yacht Club will be made on the basis of an individual's knowledge, skills and experience and the competencies required for the role
- Neyland Yacht Club will, wherever possible, enable disabled member participation, making reasonable adjustments if practicable.
- Neyland Yacht Club reserves the right to discipline any of its members, qualification holders, appointments, volunteers or employees who practice any form of discrimination in breach of this policy in line with the relevant regulations, rules, codes of conduct and disciplinary procedures

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