

Equality, Inclusion and Diversity Policy- Faire Sailing LTD

Statement of Policy

Faire Sailing LTD is committed to a policy that all are equal, all are to be included and, that diversity is to be appreciated. It is fundamentally wrong to discriminate against any individual or group. The terms equality, inclusion and diversity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at the club and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the club membership. We will actively support diversity and inclusion and ensure that all our members are valued and treated with dignity and respect. We want to encourage everyone in our community to reach their potential.

Aims of Policy

- a) The overall aim of the policy is to ensure no member, applicant member, employee / worker or committee member is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation without a lawful basis.
- b) To make sailing an activity that is open to anyone who wishes to take part in Faire Sailing activities.
- c) To provide an environment for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- d) To ensure that Faire Sailing activities, training schemes, are accessible to all.

Implementation

- a) Each staff member at Faire Sailing has a responsibility to uphold this policy, advance equality and eliminate discrimination, harassment and victimisation.
- b) Appointments to Faire Sailing as staff or helpers are made on the basis of an individual's knowledge, skill and experience and after consideration of competencies required for the role.
- c) To make reasonable adjustments, specifically 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 comprised.
- d) For anyone found to practice any form of discrimination in breach of this policy. Faire Sailing reserves the right to discipline any of its participants which may include termination of employment or voluntary roles.

e) The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the Faire Sailing management team

Faire Sailing LTD May 2025