

SAIL HYSTS EQUALITY POLICY

SAIL HYSTS AIMS TO: ensure that all present and potential participants, instructors, volunteers, Management Committee members 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, neurodiversity, or social status.

SAIL HYSTS EMBRACES AND ABIDES BY: The Equality Act 2010.

SAIL HYSTS IS COMMITTED TO:

- Giving everyone the same opportunities regardless of their personal beliefs or characteristics.
- Allowing everyone to receive the treatment and environment they need to thrive.
- Embracing individuality, recognising and valuing the differences and individual contribution that all people make to Sail HYSTS.
- Creating an environment where everyone feels welcome, safe, valued and included, on and off the water, and can enjoy taking part in Sail HYSTS activities free from fear of discrimination.
- Challenging discrimination and unequal treatment.

EQUALITY POLICY

This policy applies to all staff, volunteers, Management Committee members, and participant (and their parents/guardians).

1 COMMITMENT

Equality, diversity and inclusion are core values of Sail HYSTS.

Sail HYSTS will treat people with dignity and respect, valuing their diversity.

Sail HYSTS will promote equality of opportunity and diversity. It will embed these principles into its policies, procedures and day-to-day practices. The following policies should be read in conjunction with this Equality Policy:

- Sail HYSTS Values
- Sail HYSTS Safeguarding Policy
- Sail HYSTS Discipline and Grievance Policy

All discrimination or unequal treatment experienced or identified at Sail HYSTS must be referred to the contacts in Section 2 as soon as possible in accordance with the Sail HYSTS Discipline and Grievance Policy.

2 CONTACTS

Sail HYSTS contact points for all Equality, Diversity and Inclusion matters are:

- Bill Walworth (Principal / Welfare Officer) 07802 861744
- Geoff Lynch (Deputy Welfare Officer) 07703 881754 or 02392 256603

3 IMPLEMENTATION

Sail HYSTS has implemented this policy by:

- Obtaining formal Management Committee approval to its adoption and implementation.
- Ensuring that all Management Committee members, volunteers, employees, and participants (and their parents/guardians) are willing to abide by this policy.
- Making this policy readily accessible on our website.

4 DECLARATION

Sail HYSTS Management Committee has declared its commitment to establishing, implementing and reviewing this Equality Policy. The Management Committee will review this policy annually.