



Equality, Diversity and Inclusion Policy

Policy Statement

Arnside Sailing Club is committed to equality of opportunity and aims to ensure that all present and potential participants, customers, members, instructors, volunteers and contractors 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 that water sports and clubhouse events are accessible and attractive to the widest audience.

We will aim to create an environment whereby

- Everybody is treated equably or fairly, has the opportunity to meet their full potential and enjoy club activities, whatever their aims and interests.
- People from a diverse range of backgrounds are encouraged to take part and feel respected.
- Everyone feels welcomed, valued and included.

Implementation

1. Appointments to positions with the Sailing Club will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role
2. We will set our fees at level where cost is not a barrier to taking part
3. We will provide a diverse range of activities and opportunities so that everybody can take part in club activity and events whatever their background, aims and interests.
4. Ensure that club activities are accessible as practicable, including to people with disabilities.
5. We will promote the club, club house and water sports as being open and welcoming to all.
6. We will encourage people from diverse groups to join the club, take part in club activity and in the running the club.
7. The effectiveness of this policy will be monitored and evaluated by the club on a regular basis.