

Equality, Diversity and Inclusion Policy

Appendix iv)

Skye Sailing Club is committed to encouraging equality, diversity and inclusion among our membership and staff eliminating unlawful discrimination.

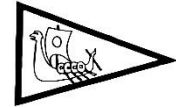
The aim is for our membership and staff to be truly representative of all sections of society, and for each person to derive maximum benefit from their association with the organisation.

This policy's purpose is to:

1. Provide equality, fairness and respect for all with whom we have any association.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

1. Encourage equality, diversity and inclusion amongst all believing that these qualities reflect the values to which we wish to adhere and promote.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all recognised and valued. Everyone should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in course of their activities.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by anyone in the course of the organisation's activities.
Further, sexual harassment may amount to both an employment rights matter and a criminal



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matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

5. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the membership, office-bearers and staff regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them regularly, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the trustees.

Grievance Procedures

Should any person feel the club has breached their rights then they may look to take action. A simple email to the club made to the attention of the 'Club Commodore' to info@skyesailingclub.com should be send. Full details of the concerns should be included.

Disciplinary Procedures

If any club member, volunteer or staff member has breached any of the guidelines, then they may be asked to no longer take part in activities until the club committee at an official club meeting has discussed the matter. If deemed necessary, the persons involved may then be removed from club activities.