

Equal Opportunities Policy



Objectives

- To make the activities of the Club genuinely open to any member who wishes to take part.
- To provide the framework for members to enjoy the activities of the Club, in whatever capacity and to whatever level the individual desires.
- To ensure that the Club's activities are accessible to all who wish to take part.
- These objectives are subject to the natural constraints of dinghy sailing and having regard to the physical limitations of the club and its facilities.

Policy Statement

Shearwater Sailing Club is committed to the principle of equality of opportunity and aims to ensure that all members are treated fairly and on an equal basis, irrespective of their gender, age, disability, ethnic origin, colour, religion or belief, social status or sexual orientation. This statement is enshrined in section 1.3 of the Constitution and Rules of the club.

Implementation

- Appointments to voluntary positions with Shearwater Sailing Club will be made solely on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- Members and employees are expected to comply with this policy and conduct, which in the opinion of the Committee, represents a refusal to do so or is in neglect of the terms of this policy, will be dealt with under Club Rule 2.20 relating to the Conduct of Members.
- The effectiveness of this policy will be monitored and evaluated by the Committee on an ongoing basis