



# ERITH YACHT CLUB

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## Erith Yacht Club Equality Policy.

### 1. The RYA Ambition:

"Chart an equal, diverse, and inclusive course for the future of boating".

The RYA is committed to ensuring that sailing and boating is an open, accessible and inclusive sport and pastime for all new, existing, past and potential boaters. As a core value, inclusion is championed from the board down and as a National Governing Body we aim to Impact, Inspire and Influence all of our affiliated clubs, recognised training centres and class associations to embrace diversity and challenge any form of discrimination and poor behaviour.

### 2. Objectives of the EYC Policy

- To make boating an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that the training schemes are accessible to all, including those who have been under-represented in the past.
- To ensure that Club members treat each other and visitors to the Club with respect.

### 3. EYC Club Rules

Rule 2:

Rule 12.

Membership of the Club shall be open to all persons irrespective of ethnicity, nationality, sexual orientation religion or beliefs; or of age, sex or disability except as a necessary consequence of the requirement of boating as a particular sport.

### 4. Policy Statement

Erith Yacht Club is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers 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 or social status.

### 5. Implementation

- EYC encourages its members to promote equal opportunities, so that the Club is friendly, welcoming and open to all.
- Appointments to volunteer with EYC will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- EYC will relax regulations 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 compromised.
- EYC reserves the right to discipline any of its members who practise any form of discrimination in breach of this policy. This will follow the Club's Complaints Procedure, which incorporates the Club's Rule 24 (Conduct of Members).

The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the RYA Training Principal and General Committee.

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