

Peterhead Sailing Club

Equality and Diversity Policy

Equality and the Law

The Equality Act 2010 makes it illegal to discriminate on the grounds of any one of the following 'protected characteristics':

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

At Peterhead Sailing Club we are committed to:

Eliminating discrimination and other conduct prohibited under the Act;
advancing equality of opportunity; and
fostering good relations between persons who share a protected characteristic and those who do not.

We aim to:

Provide a safe and welcoming environment for participants and visitors from all sections of the community, regardless of background or ability

Make boating, in all its forms, an activity that is genuinely open to anyone who wishes to take part.

Provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level they are comfortable with.

Ensure that our activities are accessible to all, especially those who are under-represented in the membership.

What you can expect from us:

We will do our very best to make the club a safe and welcoming place where you can be yourself, feel accepted and valued, and get the most out of the activities both on and off the water.

We will treat you with respect addressing and referring to you by your chosen name and pronouns.

We will never ignore discrimination, unfair treatment or other unacceptable behaviour and will always investigate concerns and complaints.

What we expect from you:

To treat others with respect and do your best to make them feel welcome and included.

To always act within the law and club rules and never engage in discriminatory behaviour or language or encourage others to do so.

How this policy will be implemented

The Commodore has overall responsibility for ensuring that this policy is observed. The Welfare Officer is responsible for maintaining the policy and revising it, to take account of changes to relevant legislation and guidance. The Welfare Officer is also responsible for advising and responding to members concerns or complaints. All issues or complaints raised in the context of this policy will be treated as confidential, but will be notified to the Commodore and the Committee of the club.

Peterhead Sailing Club reserves the right to take disciplinary action against any member of the club, official, volunteer or post holder who is in breach of this policy. The Commodore in consultation with the Committee of the club and having examined all the evidence, may suspend or expel any individual found to have acted in breach of this policy.

The effectiveness of this policy will be monitored and evaluated by the Committee on an annual basis.

Who to contact for more information, to report a concern or make a complaint.

Karen Mcara (PSC Welfare Officer) welfare@peterheadsailingclub.org

Last Updated 04/02/2023