



Equality Policy

Policy Statement

Norfolk Broads 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.

Aim: To make boating an activity that is genuinely open to anyone who wishes to take part, including those who may have been under-represented in the past.

Implementation

Appointments to voluntary or paid positions will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.

For anyone found to practice any form of discrimination in breach of this policy, Norfolk Broads Yacht Club will investigate and if considered necessary take disciplinary action in accordance with the process laid out in its Constitution.

Where identified, any opportunities to increase diversity and inclusion for present and potential participants of Norfolk Broads Yacht Club, will be given full consideration within the context of the resources available.

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

Approved by the Norfolk Broads Sailing Club Management Committee on 18/02/2019