



Saltash Sailing Club

Equality, Diversity, and Inclusion Policy

Saltash Sailing Club is committed to encouraging equality, diversity and inclusion among our Staff and Members, and eliminating unlawful discrimination.

The aim is to be truly representative of all staff and members, and for all to feel respected, for staff to be able to give their best and for members to enjoy their experience.

At Saltash Sailing Club we are also committed against unlawful discrimination.

Our policy's purpose

This policy's purpose is to:

1. Ensure that staff, members, and visitors are treated with fairness and respect.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or 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

Our commitments

Saltash Sailing Club commits to:

1. Encourage equality, diversity and inclusion as they are good practice and make sense to the future of the club and will be proactively promoted by the Management Committee and Flag Officers of the club.

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 are recognised and valued.

This commitment includes all Staff, Members and Flag Officers concerning their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include conducting themselves to help the Club provide equal opportunities, prevent bullying, harassment, victimisation, and unlawful discrimination.

3. The Management Committee & Flag Officers take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by employees, members, suppliers, visitors, the public and any others in the course of the Club's activities.

Such acts will be dealt with under Point 19 of the Club's rules and appropriate action will be taken.

Further, sexual harassment may amount to a criminal 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 employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

6. Monitor the make-up of the Staff and Members 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 annually by the Management Committee, 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 Management Committee

Our disciplinary and grievance procedures

- Members must report a grievance to the Club's Administrator or to a Flag Officer. This can be either written or verbally.
- All emails to be addressed to enquiries@saltashsailingclub.co.uk
- An employee should raise a grievance through their line manager in the first instance.