**Covenham Sailing Club**

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| **Name** | **Prepared by** | **Date** | **Version** |
| Equality & Diversity Policy | Simon Thompson  | Sept 2019  | V1.0 |
| Equality & Diversity Policy  | Simon Thompson | Nov 21 | V1.1 |
| Equality & Diversity Policy | Simon Thompson | Nov 2022 | V1.2 |
| Equality & Diversity Policy | Simon Thompson | Nov 2023 | V 1.3 |
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| Review  | Annually  |  |  |

Covenham Sailing Club

Equality Policy

Covenham Sailing 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.

We 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. To provide an ethos for everyone to enjoy the sport of sailing, in whatever capacity and to whatever level they desire.

To make participants and visitors feel welcome, whatever their background whilst at Covenham Sailing Club.

Implementation

The General Committee of Covenham Sailing Club has the overall responsibility for the implementation of the Equality Policy. Covenham Sailing Club is affiliated to the Royal Yachting Association (RYA) and as an RYA Recognised Training Centre adopts a policy of ensuring an open and friendly welcome to all those interested in boating.

Appointments to voluntary positions within Covenham Sailing club will be made solely on the basis of the individuals’ knowledge, skills and experience and the competences of the role. For anyone found to practice any form of discrimination in breach of this policy, Covenham Sailing Club reserves the right to (and not limited to); discipline any of its members, terminate voluntary roles and terminate club membership.

Monitoring and Evaluation

The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the General Committee. May 2019