



SHUSTOKE SAILING CLUB



Shustoke Reservoir, Reservoir Drive, Shustoke, Coleshill, B46 2BE

Equality and Diversity Policy



www.shustokesailingclub.co.uk



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Nov 2017	Committee	First release	2017

This policy is for guidance only. It has been in operation since, and was last updated in, November 2017.

L C Dooley
Secretary
November 2017



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Equality and Diversity Policy

1. Purpose

This policy sets out Shustoke Sailing Club's (SSC's) approach to equality and diversity. SSC is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the club and enhance the way we operate.

SSC aims to be an inclusive organisation, committed to providing equal opportunities throughout membership including in the recruitment, training and development of members, and to pro-actively tackling and eliminating discrimination.

2. Equality and Diversity at SSC

At SSC, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in membership, and to the goods and services provided by the Club.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for SSC as a whole too.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity or access if difference is not valued and harnessed.

3. Scope

The rights and obligations set out in this policy apply equally to all members, whether junior, adult, trainee, full member, family member or social member or one of SSC's many visitors.

You have personal responsibility for the application of this policy. As part of your membership induction, you are expected to read and familiarise yourself with this policy, ensure that this policy is properly observed and fully complied with and to complete the declaration below (Page 6).

This policy is also of particular relevance to the Club's Flag Officers, Club Officials and Club's Committee Members and any other members concerned with the recruitment, training and promotional activities of the Club and all decisions which affect others.



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4. SSC's Commitment

Every member is entitled to an environment that promotes dignity, equality and respect for all. SSC will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against any member, contractor or visitor because of a protected characteristic as listed below:

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion and / or belief; and
- age.

All members will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and voluntary contribution opportunities in SSC. Selection for any Club role will be on the basis of aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with your Fleet Captain or another colleague in a relevant position of seniority. You may decide in the alternative to raise the matter through **SSC's Harassment Policy** or **Grievance Policy**. For types of discrimination see the **Annex** to this policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. SSC will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by SSC as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under **SSC's Disciplinary Procedure**.

A person found to have breached this policy may be subject to disciplinary action under **SSC's Disciplinary Procedure**.

Members may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.



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5. When does this policy apply?

This policy applies to all conduct on the Club's premises and when conducting business on behalf of the Club outside of the Club's premises that is related to your role in the Club (e.g. at meetings, social events, promotional events/shows and social interactions with other members) or which may impact on SSC's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to SSC).

We set out below some specific areas of application:

a) Recruitment

Selection for membership of any applicant at SSC will be purely on the basis of aptitude and ability. Where possible, SSC will capture applicants' diversity demographics as part of its selection processes to promote the elimination of unlawful discrimination.

b) Training

You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.

c) Voluntary Positions

All selection decisions for voluntary roles within the Club will be made on the basis of aptitude and ability, and will not be influenced by any of the protected characteristics listed above. Opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to access to a particular role.

d) During Membership

The benefits and facilities available to SSC members will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.



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6. SSC's Legal Duties

As a private club, SSC is not subject to public sector equality duties under the Equality Act 2010. Nevertheless, this policy will be reviewed on an ongoing basis by SSC to assess its effectiveness and may be amended from time to time.

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EQUALITY AND DIVERSITY DECLARATION (New members):

I have read and understood SSC's Equality and Diversity Policy and agree to behave and operate to the expected standards. Regardless of my background and circumstances, I agree to treat all members and visitors with respect and dignity while enjoying the facilities on offer at SSC and while carrying out any duties and responsibilities of my role at SSC.

Signature.....

Date.....

Print name.....

PLEASE RETURN TO SSC Membership Secretary.



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ANNEX - types of discrimination

There are various types of discrimination prohibited by this policy. The main types are:

1) Direct Discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. By way of example, refusing to accept a pregnant member into a committee role on the basis that she is shortly due to go on maternity leave would be direct discrimination on the protected characteristic of the member's sex. Other types of direct discrimination are:

- **Associative discrimination** - this is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, a member is discriminated against because his/her son is disabled.
- **Perceptive discrimination** - this is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where co-workers believe the individual is gay. It applies even if the person does not actually possess that characteristic.

2) Indirect Discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside of the UK; this could amount to indirect discrimination on the grounds of race.

3) Victimisation

Victimisation is where a member is treated less favourably than others because they have asserted legal rights against SSC or assisted a colleague in doing so. For example, victimisation may occur where a member has raised a genuine grievance against SSC and is penalised as a result.

4) Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual." It is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred. Please see **SSC's Harassment Policy**, for further details of how SSC will deal with bullying and harassment.