

# **Tata Steel Sailing Club EQUALITY POLICY**

## **Objectives**

- To make Watersports an activity that is genuinely open to anyone who wishes to take part.
- To 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 members are recognised and valued

## **Policy Statement**

Tata Steel 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, carers, parents 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.

## **Implementation**

- Appointments to positions with the club will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- Tata Steel Sailing Club reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

Approved by Committee

02 Dec. 2018