

**Equality Policy**  
**(dated November 2024)**

**Equality Policy Objectives**

To make dinghy sailing an activity that is genuinely open to anyone who wishes to take part.  
To provide the framework for everyone to enjoy the sport to whatever level the individual desires within the framework of activities currently offered by Broadwater Sailing Club.

**Policy Statement**

Broadwater 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 and volunteers are treated fairly and on an equal basis, irrespective of sex, age, disability, ethnicity/race, nationality, sexual orientation, religion or other beliefs, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

**Implementation**

The Broadwater Sailing Club Constitution (as amended at the EGM dated 23<sup>rd</sup> January 2024 and posted on the club website) already states:

The purposes of the Club are to promote and provide facilities for the amateur sport of sailing in the London Borough of Hillingdon and surrounds and community participation in the same.

Membership of the Club shall be open to anyone interested in the sport of dinghy sailing on application regardless of sex, age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs.

The Club may have different classes of membership and subscription on a non-discriminatory and fair basis. The Club will keep subscriptions at levels that will not pose a significant obstacle to people participating.

In the event of any member(s) being observed or reported using apparently discriminatory remarks or displaying discriminatory behaviour, the member(s) will be asked to explain to a committee member and may be asked to apologise to the person(s) affected. If this does not resolve the matter then the incident will be discussed by the committee and the more formal parts of the Complaints Procedure used.

Any requests for 'reasonable adjustment(s)' under the Equality Act 2010 by a disabled person or their advocate will be considered by the committee and the decision made clear to the individual concerned.

A level of physical coordination and fitness is required for dinghy sailing so in the event of someone not being able to sail safely at Broadwater Sailing Club, despite any possible reasonable adjustments, then signposting advice will be given about other options where it might be possible for the individual's illness or disability to be catered for.

**Complaints**

If there are any complaints about the Equality Policy and its implementation/use, please see the Broadwater Sailing Club Complaints procedure.