



Brixham Junior Sailing Club

Equality Policy

Reviewed By: BJSC Directors/Trustees/Committee
Reviewed: February 2021
Next Review Date: February 2022



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Equality Policy

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1. Aims of This Equality Policy

This policy aims to challenge discrimination within all areas of the club. Within the constitutional requirements of Brixham Junior Sailing Club, we aim to ensure that the club reflects and meets the needs of all sectors of the local community and will aim to incorporate equal opportunities into all areas of the club.

BJSC aim to:

- Ensure the compound is accessible for all members of the community
- Consider equality of opportunities in all areas of our services

2. Statement of intent

Brixham Junior Sailing Club is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, instructors and volunteers 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.

A criminal record will only be considered when the conviction is relevant and will not necessarily be a bar to Volunteering. We are strongly committed to positive action to abolish discrimination in all aspects of our club.

3. Implementation and Service Delivery

- Equal Opportunities will be considered in every aspect of the service the club provides. The Trustees will regularly review this.
- Any language or behaviour offensive to any group previously mentioned is unacceptable and will not be tolerated in any of the club's activities.
- We will regularly review the image of the club and will ensure that the club is accessible to all wherever possible.
- We aim to ensure that our compound is accessible to all members of the community and, wherever possible, will endeavour to ensure safe and easy access to wheelchair users.
- Equal opportunities will be considered in all activities and resources. All resources, equipment and activities will strive to promote non-stereotypical traditions, values and environments. Positive values of differing cultural identities will be promoted via anti-racist activities and resources and positive anti-sexist and anti-discriminatory values will be integral within all activities.

4. BJSC Trustees

- It will be a condition of joining any committee within Brixham Junior Sailing Club that members follow and practice the principles of equal opportunities.
- Any members of the groups suffering discrimination will be encouraged to join in the decision-making process.

5. Monitoring and Review

- BJSC Trustees will be responsible for implementing the Equal Opportunities Policy.
- Any grievances should be made to the Club Principal who will refer the matter to the committee.
- Equal Opportunities need to be regularly monitored and reviewed.
- All aspects of this policy should be monitored as an ongoing process, and this should be included as part of recruitment, publicity, admissions process and all activities.