

# Dart Sailability Group - Equality, Diversity and Inclusion Policy

Dart Sailability Group (DSG) is committed to encouraging equality, diversity and inclusion among our whole Community.

The aim is for our membership to be truly representative of all sections of society, for each member to feel respected, and able to get the most out of our activities.

The organisation, in providing services and facilities, is also committed against unlawful discrimination of customers or the public.

## Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in the DSG community.,
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - Age
  - Disability
  - Gender reassignment
  - Pregnancy and maternity
  - Race (including colour, nationality, and ethnic or national origin)
  - Religion or belief
  - Sex
  - Sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in the way that we respond to:
  - Accessibility
  - Membership fees
  - Terms and conditions of membership
  - Dealing with complaints and disciplinary procedures, as detailed in Handling and Operating Procedures (HOPs).
  - Expulsion
  - Selection for training or other developmental opportunities

## Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in all areas of the organisation, from both a legal responsibility under the Equality Act 2010 and as a matter of good practice in line with

DSG's ethos, detailed below.

2. Create a Club 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.

This commitment includes training Trustees, Officers, Volunteers and all other members about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include members conducting themselves to help the organisation provide equal opportunities in activities, and prevent bullying, harassment, victimisation and unlawful discrimination.

Everybody at the organisation/club/group has a responsibility to respect each other regardless of their identities.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination all members of the organisation/club/group community.

Such acts will be dealt with in line with the club/organisation/group's complaint and/or disciplinary procedures.

4. Make opportunities for training, development and progress available to all of the DSG community, who will be helped and encouraged to develop their full potential and offer their skills and talents to the DSG community.

5. Make decisions concerning members being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Monitor the equality, diversity and inclusion policies, procedures and any supporting action plan, for their effectiveness. We will regularly review this policy, taking into consideration any changes in the law.

### Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the Trustees and senior management.

### Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found at **HOPs Procedure 35** This includes with whom a member should raise a grievance – usually the Chief Sailing or Powerboat Instructor, or the Principal.