



Cushendall Sailing & Boating Club

Equality Policy

1. Policy Statement

Cushendall Sailing & Boating Club (CSBC) is committed to the principle of equality of opportunity. We are dedicated to ensuring that all members, volunteers, employees, and participants are treated with respect and fairness, regardless of age, gender, marital or civil partnership status, pregnancy or maternity, disability, race, ethnic origin, nationality, religion or belief, sexual orientation, gender reassignment, or socio-economic background.

The Club will ensure that sailing, boating, and associated activities are accessible and welcoming to all who wish to participate, at a level appropriate to their interests and abilities.

This policy is based on the guidelines set out by the **Royal Yachting Association (RYA)** and reflects our commitment to diversity, equality, and inclusion across all areas of club activity.

2. Objectives

- To promote an inclusive culture where everyone feels valued, respected, and able to participate fully in club activities.
- To provide opportunities for participation, training, and volunteering that are open to all.
- To eliminate unlawful discrimination, harassment, and victimisation.
- To challenge and address discriminatory behaviour or practices wherever they occur.
- To comply with relevant equality legislation in Northern Ireland and the UK.

3. Scope

This policy applies to:

- All members and associate members of CSBC.
- Visitors, guests, and participants in club events, training, or competitions.
- Club employees, contractors, coaches, and volunteers.

4. Responsibilities

- **Committee:** The Club Committee holds overall responsibility for ensuring this policy is implemented, monitored, and reviewed.
- **Officers, Coaches, and Volunteers:** All in positions of responsibility are expected to set a positive example and act in accordance with this policy.
- **Members:** All members are responsible for respecting the rights of others and upholding the principles of equality within the Club.

5. Practices and Procedures

- Membership and participation decisions will be based on merit, ability, and the individual's needs and aspirations within the sport.
- The Club will provide reasonable adjustments to ensure people with disabilities can access facilities and activities wherever practicable.
- Language, behaviour, or practices that discriminate or create barriers for participation will not be tolerated.
- Recruitment, training, and promotion of staff, coaches, and volunteers will be conducted in line with equality principles.

- The Club will review on an ongoing basis procedures related to supporting under-represented groups in sailing and boating.
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6. Complaints and Disciplinary Action

- Any member or participant who believes they have been discriminated against, harassed, or unfairly treated should report the matter to the Club Secretary in writing.
 - All complaints will be treated seriously, confidentially, and investigated in line with this policy
 - Proven breaches of this policy may result in sanctions including suspension or termination of membership, removal from post, or other disciplinary measures as appropriate.
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7. Monitoring and Review

- This policy will be reviewed annually by the Club Committee, or sooner if required by changes in legislation or RYA guidance.
 - Progress in achieving equality objectives will be reported to the membership at the Annual General Meeting.
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Approved by committee - 7th Sept 2025

Last reviewed - 7 Sept 2025