



Equity, Diversity & Inclusion (EDI) Policy Statement

July 2025

The term "Equity" is used as it aims to promote the idea that individuals sometimes might need an additional assistance to foster a sense of belonging to a particular community. Whereas equality only suggests that people should get exactly the same treatment regardless of their individual circumstances.

Statement:

Stokes Bay Sailing Club (The Club) respects the rights, dignity and worth of every person and will treat everyone equitably within the context of our sport, regardless of religion or belief, gender reassignment, sexual orientation, sex, pregnancy, maternity, marriage and civil partnership, disability, race, and age.

The Club is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, victimisation, intimidation, harassment and abuse. The Club will deal with any incidence of discriminatory behaviour seriously, according to our grievance and disciplinary procedures and will ensure that equity is incorporated across all aspects of our development.

Objectives:

Stokes Bay Sailing Club will ensure that anyone accessing the sport will be:

- Able to participate to the full extent of their own ambitions and abilities within the constraints of location, facilities, skill, experience and competence of staff and volunteers.
- Assured of an environment in which their rights, dignity and individual worth are respected.
- Assured of participating in an environment in which individual differences and the contributions of all participants are recognised and valued.

Implementation:

1. The responsibility for the implementation of this Policy and requirements of the Equality Act 2010, belongs to the Flag Officers of the Club (Commodore, Vice Commodore and Rear Commodore), who shall keep the Policy under review.
2. The Flag officers will consider any situation where the above objectives are not achieved and review options and solutions to achieve those objectives
3. Appointments to any paid or voluntary positions will be made based on individual skill, knowledge and experience based on the competencies required for the role.
4. The club reserves the right under it's Articles of Association, Byelaws and contracts of employment to discipline members, staff or volunteers who practice any form of discrimination in breach of this policy

The Commodore

July 2025