

	Helensburgh Sailing Club		
	<b>STANDARD OPERATING PROCEDURE</b>		
<b>HSC EqualityPolicy</b>			
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Date Issued	December 2023	Checked by	Donald McLaren
Supersedes	Rev 02	Approved by	Euan Morrison

## Contents

1. Objectives.....	2
2. Policy Statement.....	2
3. Implementation .....	2

## **1. Objectives**

- 1.1. To make boating at Helensburgh Sailing Club an activity that is genuinely open to anyone who wishes to take part.
- 1.2. To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- 1.3. To ensure that Helensburgh Sailing Club's activities are accessible to all, including those who have been under-represented in the past.

## **2. Policy Statement**

- 2.1. Helensburgh 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, volunteers and employees 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.

## **3. Implementation**

- 3.1. Appointments to voluntary or paid positions with Helensburgh Sailing Club will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- 3.2. Helensburgh Sailing Club reserves the right to withdraw membership from any of its members or to discipline employees who practice any form of discrimination in breach of this policy.
- 3.3. The effectiveness of this policy will be monitored and evaluated on an ongoing basis.