



Equality Policy

Objectives

- To make boating in all its forms an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that our programmes and activities are accessible to all, including those who have been under-represented in the past.

Policy Statement

All Afloat is committed to the principle of equality of opportunity. We aim 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.

Implementation

- All Afloat encourages all its affiliated clubs and organisations including RYA Training Centres to adopt a similar policy, so that they are seen as friendly, welcoming and open to all and have procedures in place to deal with any instances of discriminatory language or behaviour.
- Appointments to voluntary or paid positions within the All Afloat will be made on the basis of an individual's skills and experience and the competencies required for the role.
- Working in partnership with RYA & RYA Cymru Wales we will work to ensure all our activities are accessible to people from all communities. In particular RYA will relax regulations in relation to RYA Training schemes which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of the schemes assessments are not compromised.
- All Afloat will provide the necessary education and training so that all members are aware of this policy and our commitment to equality.
- All Afloat reserves the right to discipline any of its affiliated clubs and organisations who are in breach of this policy.
- The effectiveness of this policy will be monitored and evaluated by the Board on an ongoing basis.
- A copy of this document and our implementation plan will be available on the All Afloat website at www.all-afloat.com
- The All Afloat Manager will take overall responsibility for ensuring that the policy is observed and the Board of Trustees will appoint a Director as an Equality Champion to monitor this area of work.