



Nairn Sailing Club

Equalities Policy

Document Control:

Date of Board approval:	May 2025
Date of next review:	May 2026

Update History

Version number	Changes summary	Author	Date
1.1	2021 document updated for review	Stuart Fox	16 April 2025
2	Document updated to V2	Stuart Fox	13 May 2025

Policy Statement

Nairn Sailing Club (NSC) is committed to the principles of equality, diversity and inclusion. We aim to ensure that all current and prospective participants, members, instructors, coaches, competitors, officials, volunteers, and employees are treated fairly, respectfully, and without discrimination on the basis of:

- Sex
- Age
- Disability
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marital or civil partnership status
- Socio-economic background

Definition of Discrimination

Discrimination can be direct (e.g., treating someone less favourably because of a protected characteristic) or indirect (e.g. applying a rule that disadvantages certain groups). NSC is committed to addressing both.

Objectives

NSC strives to:

- Make sailing and watersports accessible and welcoming to the widest possible audience
- Ensure our offerings are accessible to people with disabilities
- Increase the diversity of our key groups, e.g. the Board, Flag Officers, sub committees, etc
- Promote role models from underrepresented groups, including women and girls, disabled people, LGBTQ+ individuals, and those from ethnically diverse backgrounds
- Attract new members and participants through inclusive and targeted initiatives
- Maintain the Advanced Level of **the** Equality Standard for Sport, as recognised by the RYA

Implementation

- NSC supports the RYA's equality aims and will provide an experience that is friendly, welcoming, and inclusive for all participants
- Appointments to voluntary or paid roles will be based on relevant knowledge, skills, experience, and the competencies required for the role
- NSC will make reasonable adjustments for candidates with special needs in organising club events, where this can be done without compromising the purpose of each event
- NSC reserves the right to take disciplinary action against any member, volunteer, appointee, or employee who breaches this policy by engaging in discriminatory behaviour. This will be carried out in line with our Codes of Conduct, Constitution, and disciplinary procedures.
- The effectiveness of this policy will be monitored and reviewed by the NSC Board, with outcomes reported to the Club Commodore.

Review Period

This policy will be reviewed annually or in response to any significant changes in legislation, guidance, or club structure.