

# Equality and Diversity at King George Sailing Club

## Introduction

We work to ensure boating is accessible and attractive to the widest audience. The club welcomes all members and will work in partnership with individuals and families to encourage young and vulnerable members to enjoy sailing regardless of their physical or mental capabilities. Children with Special Educational Needs (SEN) are also encouraged to join in. We ask that individuals or families share with the session leader or Training Principal essential information on your disability or specific requirements so that we can provide a safe and fun session to all.

## Policy statement

King George Sailing Club 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.

## Objectives

- 1) To ensure that the club, including training schemes, are as accessible as possible to the widest audience including to people with disabilities.
- 2) To increase the diversity of our Instructors, Coaches and Club Officers.
- 3) To identify and include role models at all levels from under-represented groups, including women and girls, people with disabilities, people from BAME backgrounds and LGBT+ people.
- 4) To attract new participants from under-represented groups through targeted initiatives