



Lohcarron Sailing Club

Murray Square Lochcarron Ross-shire IV54 8YE www.lohcarronsailing.com
Commodore: Storm Ing Principal: Angela Goodman

Equality Policy Statement

Lohcarron Sailing Club is committed to ensuring that boating in Lochcarron is open to all. It is our aim to make boating an activity that is genuinely open to anyone who wishes to take part and to provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires. Wherever possible we will ensure that barriers, (real and perceived) are removed, so that all members of the community are supported in achieving their potential in boating. This principle applies regardless of age, gender reassignment, race, sex, sexual orientation, religion or belief, marital or civil partnership status, pregnancy or maternity and socio-economic status.

Lohcarron Sailing Club's policy is a direct reflection of the RYA policy statement. It applies equally to LSC's volunteers operating on our behalf who will not discriminate directly or indirectly because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the course of their work on behalf of LSC.

Policy Statement

Lohcarron 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 their gender, age, race, religion or belief, sexual orientation, pregnancy and maternity, marriage or civil partnership, gender reassignment or social status.

Our Commitment

Inclusivity.

We work to ensure boating is accessible and attractive to the widest possible audience. We share our expertise, work with partners and always respect and embrace diversity.

Our commitment to equality is implicit in our organisational values. As such we undertake to;

- Create an environment in which individual differences and the contributions of all our volunteers are recognised and valued.
- Ensure no form of intimidation, bullying or harassment will be tolerated across our organisation.
- Strive to ensure the training, development and progression opportunities we facilitate or provide are accessible to all.
- Promote equality across all aspects of our operations and to lead by example for our wider stakeholders and partner organisations.
- Deal robustly and fairly with complaints regarding equality.
- Regularly review our policies and practices and amend these as necessary, always striving to apply best practice.

Responsibilities

It is the responsibility of our Committee to ensure that our policies and practices are legally compliant and practical steps are taken to avoid discrimination.

Volunteers are responsible for ensuring they:

- Comply with the policy.
- Do not discriminate in their activities or induce others to do so.
- Do not victimise, harass or intimidate other staff, volunteers or groups who have, or are perceived to have one of the protected characteristics.
- Inform the Commodore, Principal or Senior Instructor if they become aware of any discriminatory practice.
- Participate in equality training if available.

Equality will be a standing agenda item for our Committee.

Reviewed

Date: 05.03.26

Sign: Storm Ing