

COCKLE ISLAND BOAT CLUB

EQUALITY POLICY STATEMENT

1. Opening Statement

Cockle Island Boat Club (the club) endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in club activities, whether as a club member or guest:

- Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic or sexual orientation; and**
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their time with the club without the threat of intimidation, victimisation, harassment or abuse.**

2. Legal Obligations

The club is committed to avoiding and eliminating unfair discrimination of any kind in sailing and boating, whether afloat or ashore. It will under no circumstances condone unlawful discriminatory practices. The club takes a zero-tolerance approach to harassment.

3. Aim & Objectives

The aim of this document is to lay out the club's objectives in achieving equality throughout its activities. They are:

- To ensure sailing and boating is accessible and attractive to the widest audience.**
- To ensure that the club and its activities are as accessible as possible to all.**
- To increase the diversity of our members.**
- To identify and promote more role models at all levels from underrepresented groups.**
- To attract new members from underrepresented groups.**

4. Implementation

The following steps are to be taken to publicise this policy and promote sports equality in sailing and boating:

- **A copy of this document will be published on the club website notice board.**
- **The Committee is to take full account of the policy in making decisions.**

5. Responsibility & Monitoring

The club Safeguarding Officers are to be responsible for ensuring the implementation of this policy.

6. Review

This policy is to be reviewed on an annual basis.

Signature:

Gemma McCoubrey

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Date: 9 April 2025

Club Position:

Safeguarding Officers

Review date: 9 April 2026