



Equity, Diversity and Inclusion Policy

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Equity, Diversity and Inclusion Policy Statement

1. This policy is a declaration of Kielder Water Sailing Club's (the Club) commitment to develop a culture that celebrates diversity, and is free from discrimination, prejudice, intimidation and all forms of harassment and bullying. The Club is fully committed to the principles of equity, diversity and inclusion and aims to ensure that the Club is a welcoming environment for everyone.
2. The Club's definition of the terms equity, diversity and inclusion are:
 - Equity – being fair and impartial; allows for everyone to receive the treatment and environment that they need to thrive. Equity means recognising people do not have a common baseline, acknowledging this and making adjustments to the imbalances. Whereas equality only suggests that people should get exactly the same treatment regardless of their individual circumstances.
 - Diversity – recognising and celebrating difference; understanding that everyone experiences life in different ways, ensuring representation, and taking time to celebrate individuals and their stories.
 - Inclusion – offering everyone an experience of belonging; ensuring that everyone feels welcomed, supported and included.
3. The Club respects the rights, dignity and worth of every person and will treat everyone equitably within the context of our sport, regardless of religion or belief, gender reassignment, sexual orientation, sex, pregnancy & maternity, marriage & civil partnership, disability, race, and age. In addition, the Club will endeavour to ensure that all are given the same opportunities regardless of their socio-economic background. This includes members, volunteers, participants, instructors and officials (together known as Stakeholders).
4. The Club is committed to promoting equity and diversity in our policies, practices and procedures and in influencing others to do the same in our dealings with Stakeholders who are accessing our premises and undertaking our services.
5. The Club is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, victimisation, intimidation,

harassment and abuse. We will deal with any incidence of discriminatory behaviour seriously, according to our disciplinary procedures.

6. The Club acknowledges and adopts the following UK Sport statement for sports equality:

“Equality is about recognising and removing the barriers faced by people involved or wanting to be involved in sport. It is about changing the culture of sport to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport”.

7. The Club will ensure that anyone accessing the sport will be:

- Able to participate to the full extent of their own ambitions and abilities.
- Assured of an environment in which their rights, dignity and individual worth are respected.
- Assured of participating in an environment in which individual differences and the contributions of all participants are recognised and valued.

8. All Club members have a shared responsibility to challenge any discriminatory language or behaviour and promote a fair and equitable environment for all.

9. The Club recognises that unlawful discrimination is unacceptable and will not tolerate direct or indirect discrimination, whether intentional or unintentional. The Club will aim to eliminate all forms of discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010 and other relevant legislation by:

- Building cultures of trust, where anyone experiencing discrimination feels confident to come forward and know that they will be listened to, and their concerns acted upon.
- Showing zero tolerance of discrimination, victimisation and harassment.
- Encouraging and enabling all Stakeholders to act and stand up to discrimination and intervene if they become witness to such actions

10. The Club will advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it by:
 - Removing or minimising disadvantages suffered by people due to their protected characteristics.
 - Fostering good relations between people who share a relevant protected characteristic and those who do not share it.
 - Embedding good diversity and inclusion practice into our decision-making processes.
11. The Club will develop and implement an Equality Action Plan which will be reviewed annually and is open to consultation from all members.
12. The Club is committed to complying in both letter and spirit with all anti-discrimination legislation and associated codes of practice in force either now or in the future.

Complaints and Compliance

13. The Club regards all the forms of discriminatory behaviour as unacceptable and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.
14. The Club supports the RYA Racing Charter which promotes rule observance, sportsmanship and good communication between organisers and competitors while participating in racing.
15. Appropriate disciplinary action will be taken against any member who violates this policy.
16. Any person who believes that they have been treated in a way that they consider to be in breach of this policy by an individual member of the Club, should first complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the Club itself, the person may raise the matter in accordance with the Club's Complaints Policy which is available through the website.
17. If the investigation into any complaint under this policy reveals unacceptable discriminatory behaviour on the part of an individual member, the Committee may impose sanctions on that person in line with the Club Constitution. Sanctions may

range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from Club membership. In deciding what sanction is appropriate in a particular case the Committee will consider the severity of the matter and take account of any mitigating circumstances.

18. Where the violation of this policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.
19. In the event that an individual or organisation associated with the Club is subject to allegations of unlawful discrimination in a court or tribunal, the Club Committee will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Resources

[RYA Community Engagement Guide](#)