

Equality Policy at Priory Water Sports Association including our constituent organisations Priory Sailing Club & Bedfordshire Canoeists Association

Priory Water Sports Association (PWSA), Priory Sailing Club (PSC) & Bedfordshire Canoeists Association (BCA) are committed to the principle of equality of opportunity.

We aim 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.

One of core Values include Inclusivity – we work to ensure that sailing, windsurfing, & paddling activities are accessible and attractive to the widest audience in Bedfordshire. Where possible we share our expertise, work with our partners and embrace diversity.

Our training Centres in our respective organisations should take equality seriously for the following reasons:

- The human case - all participants should feel welcome, whatever their background
- The business case – in order to maintain and increase participation, we need to promote our organisation to a wide range of people and not necessarily rely on the traditional routes to attract new members or customers
- The funding case – public and charitable funding bodies want to know that any grants they make to our your organisation can benefit the whole community
- The legal and financial case – if we fail to comply with the requirements of the Equality Act 2010, we risk reputational damage and legal action on the grounds of discrimination

Policy

Objectives

- To make water sports an activity that is genuinely open to anyone who wishes to take part.
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires.
- To ensure that the opportunities at Priory, including training schemes, are accessible to all, including those who have been under-represented in the past.

Policy Statement

Priory Water Sports Association and its constituent organisations are 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 sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

Implementation

- Priory Water Sports Association and its constituent organisations will be seen as a friendly, welcoming and open to all.
- Appointments to voluntary or paid positions with the organisations will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- We will follow RYA & BC Training guidelines in relaxing regulations in relation to RYA & BC training schemes which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of schemes and assessments are not compromised.
- The Committees of Priory Sailing Club & Bedfordshire Canoeists Association reserves the right to discipline any of its members, volunteers or freelance instructors who practise any form of discrimination in breach of this policy.
- The effectiveness of this policy will be monitored and evaluated on an ongoing basis.