RCIYC Jersey

Diversity Equality and Inclusion Policy

Prepared By:

David Carter

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# Policy Statement

The Club is committed to equality of opportunity and aims to ensure thst all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on as 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

* To ensure boating is accessible and attractive to the widest audience.
* To ensure that the Club’s services, including training schemes, are as accessible as possible, including to people with disabilities.
* To increase the diversity of our Instructors, Coaches, Race Officials, Competitors and all members.
* To identify and promote more role models at all levels from under-represented groups.
* To attract new participants from under-represented groups.

# Implementation

* All Instructors are required to read and implement this policy
* All voluntary officials are encouraged to be aware of and implement this policy
* Appointments to voluntary or paid positions will be made on the basis of an individual’s knowledge, skills and experience and competences required for the role.
* The Club will actively seek to promote representation from under represented groups. For example, there are currently initiatives to promote female representation in windsurfing and dinghy racing.

# Recognition of Document - Signatories

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