



Aldeburgh Yacht Club

Equality Diversity and Inclusion Policy

What does it all mean? Some key words and definitions

‘Equality diversity and inclusion’ (EDI) are a set of actions working alongside each other to promote fair treatment and opportunity for all. EDI aims to challenge prejudices, stereotypes, and biases – including in employment sport and recreation.’ [RYA EDI statement].

EDI are concepts of governance and culture.

Equality.

‘Giving people the same opportunities regardless of personal characteristics.’ Equal opportunity and equal treatment.

Diversity

‘Embracing individuality and celebrating differences across all communities.’ Difference.

Inclusion

‘Creating an environment where everyone feels welcome safe and valued.’ Belonging.

Discrimination

Discrimination is a legal concept which derives from the Equality Act 2010: treating people less favourably as a result of a protected characteristic.

The protected characteristics, recognised by the law, are:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Our commitment to equality



We are committed to giving (as far as practicable) all members of the community who want to take part in boating the opportunity to do so.

We will never refuse membership because of a protected characteristic.

We are committed to equal treatment of members.

In practice this means that we will seek to identify barriers to full participation for members including those with protected characteristics and seek to remove those barriers.

We will adopt UK Sports' 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.'

Our commitment to diversity

We value and encourage diversity, appreciating individual differences and collective variety and the benefits that these different perspectives and experiences bring to all members of the club.

Our commitment to inclusion: welcoming and belonging.

We will make prospective members and new members welcome to the club.

We will seek to give all members a sense of belonging to the club community..

Our stand against discrimination.

We will not tolerate discrimination against a member with a protected characteristic.

We will also:

- Seek to build a culture of trust, where anyone experiencing discrimination feels confident to come forward and know that they will be listened to, and their concerns acted upon
- Encourage members to stand up to discrimination and intervene if they become witness to such actions.

Review

We will review this policy when required. In reviewing this policy, we will have regard to RYA guidance and advice issued from time to time by the Equality and Human Rights Commission.