



Chesil Sailability Equality and Diversity Policy

Our Equality & Diversity Policy Statement

Chesil Sailability is strongly committed to equal opportunities for all sectors of the community. It is the policy of Chesil Sailability to ensure that all participants (including people sailing with us, parents and carers, volunteers, and any employees) receive equal treatment regardless of age, ability, gender, marital status, social class, colour, race, ethnic or national origin, religious belief, sexuality, social/economic status or disability.

Aims of this Policy

This policy sets out how Chesil Sailability commits to treating people equally and fairly, and complies with its obligations under equality legislation.

Chesil Sailability recognises and values people's differences and will assist them to use their talents to reach their full potential.

We also value the variety of different views, outlooks and approaches that a diverse membership bring. This assists us to provide improved services and increase our understanding of our beneficiaries and volunteers.

We will do all we can to ensure no one will receive less favourable treatment or is to be disadvantaged by requirements or conditions, which cannot be shown to be justifiable.

Chesil Sailability is opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics).

Through fair and objective support for participants (and employment practices, if this becomes relevant), the organisation aims to ensure that

- All participants are treated fairly and with respect at all stages of their involvement with Chesil Sailability.
- All participants have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour. Such behaviour may come from other participants, or by people (third parties) who are not part of Chesil Sailability, such as customers or clients.
- All participants have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination. We will work to eliminate any barriers or 'perceived' barriers to participation.
- All participants have the right to be free from discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not

Scope of the policy



The policy applies to participants of Chesil Sailability, which includes, for the purpose of this policy, people sailing with us, parents and carers, volunteers, and any employees.

The policy applies to all stages of membership including recruitment, ongoing support, and training.

This Policy covers Direct Discrimination, Indirect Discrimination, Discrimination arising from a Disability, Associative Discrimination, Perceptive Discrimination, and Third Party Harassment, as defined below:

Direct discrimination is when a member, employee or potential member/employee is treated less favourably than someone else because of their:

- sex
- marriage or civil partnership
- gender reassignment
- pregnancy and maternity leave
- sexual orientation
- disability
- race
- religion or belief
- age

and that there is no genuine requirement for it in involvement with Chesil Sailability activity.

Indirect discrimination

This is where there is a practice, Chesil Sailability rule or working condition that disadvantages one group of people more than another. In other words it is more difficult for people from one group to comply with the requirement. Even if it is done accidentally indirect discrimination is unlawful. Indirect discrimination is only allowed if it is necessary for the way the organisation works, and there is no other way of achieving it.

Discrimination arising from disability

This is where a person with a disability is treated unfavourably because of something connected to their disability where it cannot be objectively justified.

Associative Discrimination

This is where someone is treated worse than someone else because they are associated with someone with a protected characteristic.

Perceptive Discrimination

This is where someone is treated worse than someone else because there has been an incorrect assumption that they have a protected characteristic. This applies even if the person does not possess the characteristic.

Third Party Harassment



This is where a member is harassed by a third party who is not a member or employee. The organisation becomes liable if it has happened on at least two occasions that it is aware that it took place and has not taken steps to prevent it happening again.

Recruitment of Ex-Offenders

Chesil Sailability also has a policy on the recruitment of Ex-offenders.

Reporting discrimination / potential discrimination

Participants who feel that they have suffered any form of discrimination should raise the issue through the Complaints Procedure, which provides a framework and process for raising discrimination and other issues.

Breaches of this policy by participants can be dealt with under Chesil Sailability's Disciplinary Procedure.

Responsibilities

All participants of Chesil Sailability have a duty to act within this policy, ensure it is followed and to draw attention to any suspected discriminatory acts or practices.

Participants are also personally liable under equality legislation for any act of unlawful discrimination.

Responsibility for promoting awareness of this policy and monitoring that it is being followed rests with the Board of Trustees of Chesil Sailability.



The Board of Trustees will also work with partner organisations (who will have their own Equal Opportunities policies) to help ensure their facilities are accessible to all, regardless of disability.

Review

This policy will be reviewed every two years by the Board of Trustees to ensure that it remains up to date and reflects the needs and practices of the organisation.

The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.



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1.2	23 March 2023	Hugh de longh	

Related Documents

Document	Description



Document Reviewers

Date	Name	Title	Signature
9 th March 2023	Ian Green	Safeguarding Officer	

Document Approvers

Date	Name	Title	Signature
23 rd March 2023	Hugh de longh	Trustee	



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23 March 2023	Ian Green	Safeguarding Officer	
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