

## ***Equity/Access Statement***

Access for disabled people may be seen against a backdrop of other equality issues and wider developments in social inclusion for all into mainstream society. One of the most useful tools for developing an inclusive strategy for your club's development is defining terms and setting a starting point. An Access Statement can help and provide an essential talking point for understanding and discussing basic values and views.

### **Summary**

The following section outlines an example of an Equity Policy Statement. Something like this could be used as a starting point for the development of your own policy on equality and inclusion. The process of deciding what you include in a statement of this sort is important to the end result. Statements also need to be reviewed to ensure that they are in line with current needs and demands.

### **Simple Equity Policy**

The club aims to ensure that all people. Irrespective of their age, gender, disability, race, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in the club at all levels and in all roles. This is as a beginner, participant, or performer, or as an instructor, manager, administrator, spectator or official.

It is the aim of the club to ensure that all present and potential members/employees of the club receive fair and equal treatment.

It is the aim of the club to provide all its services and amenities in a way that is fair to everyone.

It is the aim of the club, in its relationship with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified, or by the nature of the provision appear to preclude use or access by disabled people.

In pursuance of this policy, the club may take measures/positive action for any group that is currently represented in its membership, representative bodies or workforce taking account of the Race Relations Act, 1976, equal Pay Act, 1970, Sex Discrimination Acts, 1975 and 1986, and Disability Discrimination Act, 1995, Rehabilitation of Offenders Act, 1974, and appropriate Human Rights legislation.

In pursuance of this policy, the club reserves the right to discipline or decline/refuse/ revoke membership of any member/employee of the Club who practices any form of discrimination on the grounds of a person's age, gender, ability, race, ethnic origin, creed, colour, social status or sexual orientation.

*(Source – Sport England)*

Although this particular example considers the needs of a sailing club, providers of sailing facilities, harbours, slipways, marinas, moorings and other amenities could usefully consider following such an example.

What does equality mean in practical terms?

Some examples

Inclusion is not always about budget; it is about meaningful appreciation of our fellow enthusiasts, about our awareness of the needs of others and having a positive aspect to effect such regards, which may then require time, organisation, intention and commitment.

- Can disabled people participate and access all awards, events, regattas, training and socials?
- Do you advertise that you welcome all, including disabled people?
- Have you got adequate physical access?
- Are positive images of disabled sailors included in your publicity material, including photography, notice boards, graphic illustration and advertising?
- Is the range of activities which you offer available to all, including disabled people, from come-and-try-it days to competition?
- Do you provide support for talented performers at all levels?
- Do you run demonstration events and regattas for all – inclusive of disabled sailors?

### **Other Equality Issues**

When reviewing the needs of disabled sailors in your area consider how needs might change for disabled sailors from various backgrounds, ethnic groups, sexuality and so on. Unless the issues surrounding the participation of individuals from all groups in society are addressed then a cumulative barrier can be created which produces additional difficulties in providing sailing opportunities for all.