



Equal Opportunities Policy

Jul 2019

The Royal Yachting Association is committed to 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.

Objectives

- To ensure boating is accessible and attractive to the widest audience.
- To ensure that the RYA's services, including training schemes, are as accessible as possible, including to people with disabilities.
- To increase the diversity of our Instructors, Coaches and Race Officials.
- To identify and promote more role models at all levels from under-represented groups, including women and girls, people with disabilities, people from BAME backgrounds and LGBT+ people.
- To attract new participants from under-represented groups through targeted initiatives.
- To maintain the Advanced level of the Equality Standard for Sport.

Implementation

- The RYA encourages its affiliated clubs and organisations, recognised training centres and other stakeholders to adopt similar policies, so that they offer an experience to participants that is friendly, welcoming and open to all.
- Appointments to voluntary or paid positions with the RYA will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- The RYA will tailor requirements in relation to RYA 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 RYA will develop further policies for specific subject areas where appropriate (eg. instructing, race officials).
- The RYA reserves the right to discipline any of its members, qualification holders, appointees, volunteers, or employees who practise any form of discrimination in breach of this policy, in line with the relevant articles, rules, codes of conduct and disciplinary procedures.

The effectiveness of this policy will be monitored and evaluated on an ongoing basis by the RYA Safeguarding and Equality Manager reporting to the RYA Board and the Sports Council Equality Group.