

# Equal Opportunities Policy – Bognor Regis Sailing Club

## 1. Policy Statement

Bognor Regis Sailing Club (“the Club”) is committed to encouraging participation in the sport of sailing and associated activities by creating an environment that is fair, inclusive, and free from discrimination, harassment, or victimisation.

The Club adopts and supports the policies and guidance issued by the **Royal Yachting Association (RYA)** to ensure compliance with relevant UK legislation, including (but not limited to) the **Equality Act 2010**.

## 2. Equal Opportunities

Membership of the Club, participation in Club activities, and employment or volunteering opportunities shall be open to all persons irrespective of:

- Age
- Disability
- Gender, gender reassignment, or gender identity
- Marital or civil partnership status
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origins)
- Religion or belief (or lack thereof)
- Sex
- Sexual orientation

No person shall be disadvantaged by conditions, requirements, or practices that cannot be justified as reasonable, proportionate, or necessary.

## 3. Reasonable Adjustments

The Club will make reasonable adjustments, where practicable, to enable people with disabilities or access needs to participate fully in Club activities, in line with the Equality Act 2010.

## 4. Conduct and Disciplinary Action

The Club may refuse, suspend, or terminate membership, or take disciplinary action, for **good and sufficient cause**, including but not limited to:

- Conduct likely to bring the Club, its members, or the sport into disrepute
- Breach of Club rules, safety regulations, or safeguarding policies

- Bullying, harassment, discrimination, or abusive behaviour

Such actions must be reasonable, proportionate, and properly evidenced.

## 5. Appeal Process

Any person subject to disciplinary action may appeal to the General Committee.

The decision shall be determined by a **two-thirds majority vote** of the full General Committee (including proxy votes if permitted by Club rules). Any Committee member with a conflict of interest must declare it and abstain from discussion and voting.

The decision of the Committee shall be final.

## 6. Complaints Procedure

All members have the right to raise concerns regarding discrimination, harassment, or unfair treatment. Complaints should be made to the Commodore, the Honorary Secretary, or a designated Club Welfare Officer and will be treated confidentially and in accordance with Club policy and RYA guidance.

## 7. Fees and Subscriptions

Subscription rates shall be reviewed annually by the General Committee. Increases should take account of inflation and Club financial needs. Proposed subscription rates shall be notified to, and determined by, a majority vote of members present at the Annual General Meeting.

## 8. Monitoring and Review

This policy shall be reviewed by the General Committee annually, or sooner if required by changes in law, RYA guidance, or best practice. Amendments must be approved by the membership at a General Meeting.

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### **Signed on behalf of the Club and Committee:**

Name: Rachael Atfield

Role/Position: Commodore

Date: November 2025