



SAILING FOR THE DISABLED

Manx Registered Charity No. 325

EQUAL OPPORTUNITIES STATEMENT AND POLICY

15 October 2019

Sailing for the Disabled prides itself on being an equal opportunities Charity. This means that we commit to ensuring that membership application, selection, training, development and filling positions result in no volunteer receiving less favourable treatment on the grounds of a protected characteristic. These protected characteristics include; race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, marital status, age, or being a part-time or fixed term volunteer. Any volunteer that treats another less favourably due to a protected characteristic could be deemed as undertaking gross misconduct and therefore committing a disciplinary offence. Any allegations against any volunteer will be subject to thorough investigation as per our disciplinary procedure.

Operating in a diverse environment is considered an asset for our charity and volunteers as it enables us to learn from one another and better our understanding of backgrounds and cultures different to our own. Our objective is to ensure everyone works in a fair and respectful environment whilst being mindful of others' beliefs, backgrounds and viewpoints.

If you believe that you or someone else has been subject to unfair treatment then you are strongly encouraged to speak with a committee member in the first instance, to resolve the matter as soon as possible.

Hon Secretary
Mrs Gerry Morley

Chairman
Mr Paul Atkinson

.....

.....

15 October 2019