

## Equality Statement

Ballyholme Yacht Club is committed to the principle of equality of opportunity. BYC 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. We have adopted guidance for RYA affiliated clubs and Recognised Training Centres on inclusion of people from different ethnic or religious backgrounds and trans people.

The RYA was the first National Governing Body to achieve the Advanced level of the Equality Standard for Sport, established by the Sports Councils as a benchmark for the governing bodies to whom they provide funding. The award of the Advanced Standard recognises the RYA's commitment to increasing diversity amongst participants in sailing and boating, its staff and committees, and the progress achieved in attaining all four levels of the Standard over more than 10 years. The RYA was the first National Governing Body to achieve the Advanced level of the Equality Standard for Sport, established by the Sports Councils as a benchmark for the governing bodies to whom they provide funding. The award of the Advanced Standard recognises the RYA's commitment to increasing diversity amongst participants in sailing and boating, its staff and committees, and the progress achieved in attaining all four levels of the Standard over more than 10 years. The RYA was the first National Governing Body to achieve the Advanced level of the Equality Standard for Sport, established by the Sports Councils as a benchmark for the governing bodies to whom they provide funding. The award of the Advanced Standard recognises the RYA's commitment to increasing diversity amongst participants in sailing and boating, its staff and committees, and the progress achieved in attaining all four levels of the Standard over more than 10 years.

BYC is committed to following the RYA's lead. It is in the process of achieving RYA ClubMark and is looking to change to a Community Active Sports Club in the coming year. It already has taken some steps to meet the Foundation Level of the Equality Standard – a Framework for Sport – and with a move to RYA Sailability will look to achieve Advanced level in the coming years.

Our Club Rule's state that "Membership of the Club shall be open to anyone interested in the sport of yachting on application regardless of sex, age, disability, ethnicity, nationality, sexual orientation, religion or other beliefs."

Through schemes such as RYA "On Board", RYA "Push the Boat Out", RYA "Women on Water" and the proposed "Buoyed Up" campaign in association with the Thomas Lipton Foundation, BYC has shown that welcomes all comers to the Club and to its sailing.

**UK Equality Standard Resource Pack 2.4 Foundation level** ref: <http://equalityinsport.org/wp-content/uploads/2014/02/Requirements-Forms.pdf>

Outcome	Minimum requirement	Evidence for DSL Assessment	Evidence for EQSA Assessment	Best practice	Additional guidance
1 Your organisation demonstrates a clear commitment to equality.	1.1 Set responsibility for equality at the highest level in the organisation both in terms of officers and board members; • Board and head of organisation have responsibility for equality.	Written evidence the board has nominated or appointed a lead officer or board member with responsibility for equality e.g. job descriptions; written into policy; terms of reference.	Written evidence the board has nominated or appointed a lead officer or board member with responsibility for equality e.g. job descriptions; written into policy; terms of reference	Nominated or appointed lead officer has support from an internal group which is responsible for ensuring that the equality policy is implemented.  A figure for equality resource (human or financial).	
	1.2 Deliver briefing to engage senior staff and board members on equality and its relevance to increasing participation in your sport.	Briefing session notes and/or presentations delivered to the board and staff on equality e.g. requirements and benefits of engaging with the Standard, legislation, business case, consideration of barriers, good practice examples.		List of attendees at briefing and; briefing to be delivered as part of induction for all new staff.	
	1.3 Ensure that all those involved in the organisation are aware of its commitment to equality; • A public commitment to addressing inequalities and preventing discrimination; • A zero tolerance approach to harassment and unfair treatment is demonstrated.	• An equality statement on website and/or written material; • Email equality statement to staff (paid and unpaid) and board members; • Board minutes/agendas with equality as standing item.		Committee papers/senior management meetings agendas showing equality as a standing item.	The equality statement can be your vision for equality.
2 Your organisation has a policy for equality that has been communicated to staff (paid and unpaid), board, coaches, officials, and members/participants.	2.1 Implement a policy for equality	• A written up to date policy which complies with the home country legislation; • Board minutes demonstrate that the policy was approved.	A written up to date policy which complies with the home country legislation.		Example policies are available on the Equality in Sport website: <a href="http://www.equalityinsport.org">www.equalityinsport.org</a> The policy should include: a statement of intent; scope; an outline of specific commitments and actions; an open and accessible membership approach; details of how the policy will be implemented; responsibilities; details of how the policy will be monitored and updated and; how complaints will be addressed.
	2.2 Ensure all staff and key volunteers have an opportunity to contribute to its development.	Evidence to demonstrate that the policy has been circulated to all staff (paid and unpaid) and board members for an opportunity to contribute to the policy, with responses collated and considered. Email, board minutes, newsletter or similar circulation of the policy is acceptable as long as this is supported by the collation of responses		Consultation with other equality partners when developing the equality policy.	For a list of equality partners that support work relating to each of the protected characteristics, please see <a href="http://www.equalityinsport.org">www.equalityinsport.org</a> Each home country may have its own representative organisations and equality partners.
	2.3 Disseminate and communicate the policy for equality throughout the organisation	Equality policy and statement accessible on the organisation's website.		Referenced within the organisations service level agreements and contracts.	A sign and return form for the policy can be used to demonstrate that all staff have read and understood the policy. It could be part of induction process or in the staff handbook, which is signed off.
3 Your organisation is aware of its current profile and position in terms of equality.	3.1 Conduct an audit of: • Staff (paid and unpaid) and board.	A complete equality profile of the staff (paid and unpaid) and board to be conducted against all categories relevant to the legislation of the home country.		Nominated or appointed lead officer has support from an internal group which is responsible for ensuring that the equality policy is implemented. A figure for equality resource (human or financial).	Appropriate audit profile forms are available on the Equality in Sport website: <a href="http://www.equalityinsport.org">www.equalityinsport.org</a> For small applicant organisations, a reasonable and practical approach should be taken. The EQSA will require evidence of process to feel satisfied that the methodology has not been biased, the coverage has been fully inclusive and that all the equality categories have been asked. Northern Ireland: persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependents and persons without.
	3.2 Present and summarise the findings of the profile audit in an accessible format and communicate to board, staff (paid or unpaid) and to members where relevant.	Findings of the audit collated and presented with a comparison against national data where available. Evidenced through board minutes, staff (paid or unpaid) briefing notes, correspondence and website.	Findings of the audit collated and presented with a comparison against national data where available	Findings of the audit collated and presented with a comparison against other organisations, local population, and sport participation surveys. This might include national survey data on sports participation in the home countries, such as The Northern Ireland Sport and Physical Activity Survey (SAPAS) and the Active People Survey.	Go to sports council websites to find survey data information, or contact similar size organisations, whom may have achieved this level. Census data from each home country will provide national comparisons. Links to relevant data sources can be found at: <a href="http://www.equalityinsport.org">www.equalityinsport.org</a> The audit should clearly identify the organisational profile, broken down by those strands relevant to your home country. Graphs are acceptable. Areas for improvement should be clearly identified
	3.3 Consideration that HR policies and communications activities are up-to-date in terms of latest equality legislation by completing HR and communications audits.	Completed HR audit as per template. Completed communications framework as per template.			Please see the HR and Communications audit templates, available on the website: <a href="http://www.equalityinsport.org">www.equalityinsport.org</a> . Policies to be considered: • Recruitment and selection; • Harassment and bullying; • Disciplinary; • Flexible working; • Grievance. Policies do not have to be in place at Foundation level, but to meet legal requirements sports are encouraged to develop and review policies using the following resources: • Sports and Recreation Alliance: <a href="http://www.sportandrecreation.org.uk">www.sportandrecreation.org.uk</a> • Advisory, Conciliation and Arbitration Service: <a href="http://www.acas.org.uk/index.aspx?articleid=1461">www.acas.org.uk/index.aspx?articleid=1461</a> For further information, or for links to the latest equalities legislation, please see: <a href="http://www.equalityinsport.org">www.equalityinsport.org</a>