



Equality Policy

Date Approved by Board:

January 2020

Date Reviewed:

Policy Statement

Royal Yachting Association NI (RYANI) endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in sailing/boating, whether as casual participants, performance programme members, volunteers, coaches, officials, office-bearers in clubs:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

RYANI is committed to avoiding and eliminating unfair discrimination of any kind in sailing/boating, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Objectives

- To ensure boating is accessible and attractive to the widest audience
- To ensure that RYANI and RYA's services, including training schemes, are as accessible as possible, including 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+ community
- To attract new participants from under-represented groups through targeted initiatives.

Implementation

The following steps will be taken to publicise this policy and promote sports equality in sailing/boating:-

- A copy of this document will be published on the RYANI website in due course.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of the RYANI.
- RYANI will encourage all RYA affiliated clubs and organisations, recognised training centres and other stakeholders to adopt similar policies, so that they can offer an experience to participants that is friendly welcoming and open to all.
- Appointments to voluntary or paid positions with the RYANI will be made on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- RYANI Board will adopt and implement any further RYA policies in specific subject areas where appropriate (eg. Instructing, race officials)

Responsibility and Monitoring

The Board and Office Administrator will be responsible for ensuring the implementation of this policy and monitoring of this policy.

The Board and Office Administrator will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation).

Appendix – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power,

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

influence or position to persistently criticize, humiliate or undermine an individual.