



## **National Schools Sailing Association Equality Policy**

### **DEFINITIONS**

For the purposes of this policy, the following definitions will apply:

NSSA – National Schools Sailing Association

Young people – All young people who are competitors of an NSSA event, as well as other young people (aged 18 or under) who may be on site during our events.

Members – Anyone who is a member of the NSSA through paid subscription or affiliated membership through another organisation

Volunteers – anyone who is giving their time up to work for or on behalf of the NSSA, either at the events or otherwise

Contract workers – any person who at any time works for or on behalf of the NSSA for monetary remuneration.

### **1. STATEMENT OF POLICY**

The aim of this policy is to communicate the commitment of the NSSA to the promotion of equality of opportunities in, and the access to resources of the NSSA.

It is our policy to provide equality to all young people, NSSA members, volunteers and contract workers, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All young people, NSSA members, volunteers and contract workers involved in the NSSA will be treated fairly and will not be discriminated against on any of the above grounds.

### **2. TO WHOM DOES THE POLICY APPLY? (SCOPE)**

- Young people
- Members of the NSSA
- Volunteers working for or on behalf of the NSSA
- Contract workers
- Guests of the NSSA at any event.

### **3. EQUALITY COMMITMENTS**

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all of our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own equality policy and associated policies and guidance
- Regarding all breaches of equality policy as misconduct which could lead to further investigation by the NSSA.

This policy is fully supported by the Executive Committee of the NSSA.

### **4. IMPLEMENTATION**

The Executive Committee of the NSSA has specific responsibility for the effective implementation of this policy. Each young person, volunteer, member and contract worker also has responsibilities and we expect all people involved with NSSA to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to young people, volunteers, members, contract workers and relevant others involved with the NSSA
- Incorporate specific and appropriate duties in respect of implementing the equality policy into guidance documents for NSSA events
- Create and maintain the role of an Equality Officer for the NSSA, who can be a member of the Executive, Sailing or General committee (this is not exclusive of any other roles the person may hold in the NSSA).

### **5. MONITORING AND REVIEW**

The effectiveness of our equality policy will be reviewed regularly (at least annually) by the Executive Committee and Equalities Officer jointly and action taken as necessary.

### **6. COMPLAINTS**

Young people, members, volunteers and contract workers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through a letter or email ([secretary@nssa.org.uk](mailto:secretary@nssa.org.uk)) to the executive committee. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

The Executive Committee of the National Schools Sailing Association

Date: January 2015