



# GYC Equality, Diversity & Inclusion Policy

## 1 POLICY STATEMENT

- 1.1 GYC is committed to being inclusive of all sections of society, and for each member of the club to feel respected and able to give their best.
- 1.2 GYC is committed to a zero-tolerance approach to unlawful discrimination and will fulfil its responsibilities under the Equality Act 2010 ("the Act"); specifically with regard to the 'protected characteristics' of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

## 2 LEGAL CONTEXT

- 2.1 Greenwich Yacht Club has been advised by the RYA that the club comes under Part 7 (Associations) of the Act. Where training is advertised to the general public, we may also come under Part 3 (Service Providers).

## 3 PURPOSE

- 3.1 To oppose and avoid all forms of unlawful discrimination. This includes in the application for membership, handling of grievances or complaints and the offering of services to members of the club or the general public.

## 4 RESPONSIBILITIES ON GYC

- 4.1 To make decisions concerning members based on fairness and merit, other than in the case of necessary and limited exemptions allowed for under the Act.
- 4.2 In particular, to handle complaints and allegations of harassment and bullying in accordance with our responsibilities under the Act.
- 4.3 To communicate this policy to members and explain what responsibilities fall to them under this policy and under the Act.
- 4.4 To keep under review the membership practices, policies and procedures necessary to ensure fairness and update them take account of changes in the law.

## 5 RESPONSIBILITIES ON MEMBERS

- 5.1 Members must foster an amiable and personable and sportsmanlike culture within the club which encourages members to give of their best and gain maximum enjoyment from club activities.
- 5.2 Members must refrain from all forms of illegal discrimination as defined by the Act.

- 5.3 Members must refrain from acts of bullying or harassment as set out in the GYC bullying and harassment policy.
- 5.4 Members must comply with the GYC Code of Conduct.
- 5.5 When acting as a volunteer on behalf of the club, members should be aware that conduct which breaches the Act may create serious legal problems for the club.

## 6 **AGREEMENT**

- 6.1 The equality, diversity, and inclusion policy is fully supported by Council.

## 7 **MONITORING AND REVIEW**

- 7.1 GYC will regularly review how this policy and any supporting action plans are implemented.

## **Appendix 1 - Change Control**

This Equalities Diversity and Inclusion Policy is subject to biannual review.

Revision	Date	Section	Reason for Revision	Change Made
0.1	25/02/2023	First version approved	No previous policy	
0.2	31/01/2026	Proposed for adoption	Age was missing from protected characteristics, added code of conduct	Added age to the list, added code of conduct compliance