

Nelson's Coastal Watersports Trust

Equality and Diversity Policy

Aims

- Nelsons Coastal Water sports Trust (NCWT) is open to all
- We aim to help our communities to enjoy activities in an atmosphere of friendship, respect and care for each other
- In particular, we aim to treat every individual equally; regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion etc. People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.

Accessibility

Where possible, all of our meetings, activities and events are to be held in venues that are accessible to those with limited mobility. When there are more than 40 people at an event we aim to use a PA system and a hearing loop. And aim to ensure that any venue used will be as open and encouraging as possible for those users who require adaptations to enjoy water sports

When we organise outings or activities for our members we will endeavour to provide free places for carers of members who can only attend if they bring a carer.

The rights and wishes of care givers will be the same as those to whom we provide a service

We are committed to ensuring any user is able to attend our activities, so we will reassess our access equipment and training requirements to meet the needs of those who wish to use the services of the Trust.

Diversity

Our Trust is open to all we aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people. The Trust will be open to new ideas, and particularly prioritise opportunities for of all regardless of cultural heritage, orientation, gender or sexual persuasion

Inclusion and respect

Every person in contact with Nelsons Coastal Watersports Trust should be made to feel equally welcome and included at all our meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the Trust

Dealing with discrimination and harassment

If any person feels they have been discriminated against by the Trust or harassed at an event, they should raise this with the committee.

The committee or such body appointed by the Trust Directors will investigate the complaint, listening to all involved. (If the complaint is against a Board member or committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Trust as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the relevant individuals of how they propose to do this.

Any decision to exclude a person from the Trust or Trust organised activities due to discriminatory or harassing behaviour, will be made with reference to the Trusts constitution. The Trust will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of The Directors of Nelsons Coastal Water sports Trust on October 30st 2017, and will be reviewed at least every 2 years.

Signed:

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Chairman of the Nelsons Coastal Water sports Trust

Signed:

..... *(Director of Nelsons Coastal Water sports Trust)*