

Equal Opportunities and Diversity Policy

Objectives

- To make boating an activity that is genuinely open to anyone who wishes to take part
- To provide the framework for everyone to enjoy the sport, in whatever capacity and to whatever level the individual desires within the framework of FlexiSail Training operations.
- To ensure that FlexiSail Training services are available to all, including those who have been under-represented in the past

Policy Statement

FlexiSail Training is committed to the principal of equality of opportunity and 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 (see special note below), disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership or social status.

Implementation

- Appointments to voluntary or paid positions with FlexiSail Training will be made on the basis of an individual's knowledge, skills and experience and competences required for the role.
- FlexiSail Training will relax regulations in relation to RYA training schemes, which may inhibit the performance of candidates with special needs, provided that the standard, quality and integrity of schemes assessments are not compromised.
- FlexiSail Training reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy
- The effectiveness of this policy will be monitored on an on-going basis.

Special Note

FlexiSail Training do not provide any courses for minors or those under the age of 18, unless accompanied by a parent or guardian.