



Hythe and Saltwood Sailing Club (HSSC) Equality Policy.

Our Commitment on Equality.

This policy and its associated guidelines has been introduced in response to guidance from The Royal Yachting Association ("RYA"). It is written in response to the Equality Act 2010.

HSSC 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, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

Equality, diversity, and inclusion (EDI) are a set of actions working alongside each other to promote fair treatment and opportunity for all. EDI aims to challenge prejudices, stereotypes, and biases – whether in healthcare, employment, education or sport and recreation.

The four categories are as follows;

1. Equality
Giving people the same opportunities regardless of their personal characteristics.
2. Equity
Allowing everyone to receive the treatment and environment they need to thrive.
3. Diversity
Embracing individuality and celebrating differences across all communities.
4. Inclusion
Creating an environment where everyone feels welcome, safe, and valued.

The Equality Act 2010 outlines the government guidelines in full that is supported and promoted by the RYA & HSSC.

Link as follows;



https://assetbank-eu-west-1.s3.eu-west-1.amazonaws.com/rya-assets/87113cb4549df15cff38e2cd071931c5/b3e/EQUALITY_ACT_2010.pdf?response-content-disposition=inline%3B%20filename%3D%22b3e%2FEQUALITY_ACT_2010.pdf%22%3B%20filename%2A%3DUTF-8%27%27b3e%252FEQUALITY%255FACT%255F2010%252Epdf&response-content-type=application%2Fpdf&X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Date=20240303T145832Z&X-Amz-SignedHeaders=host&X-Amz-Expires=604800&X-Amz-Credential=AKIATJ7XNAYVAWNFIK7R%2F20240303%2Feu-west-1%2Fs3%2Faws4_request&X-Amz-Signature=730f3e406f554ce5f9fad1be8e7a18eb93c44e2dba55cf48c55293c41c2ce897

Other Important Information and Documents

HSSC's equality policy links to other important documents such as our disciplinary procedure, code of conduct, complaints procedure. All these documents are available on our website and the secretary can be contacted at any time for more information.

Our Commitment

HSSC is committed to ensuring our club always acts in accordance with government law and the guidelines of the RYA.

Any complaint or report is taken very seriously and recorded confidentially by the club secretary. Measures of action and improvement will be taken accordingly.

Reporting Procedures

Any member of HSSC wishing to report something to HSSC regarding Equality, Diversity and Inclusion, (e.g., discrimination, harassment, victimisation) can do so via the secretary who can be contacted at any time.

HSSC also has policies on complaints and disciplinary procedures which can be viewed on our website. Specific enquires from members should be directed to the secretary.

Welfare officers

HSSC have two Welfare Officers who can be contacted at any time for advise and support from club members regarding mental health and wellbeing support.

For more information, please contact secretary@hssc.net

March 2025