

RYA SCOTLAND EQUITY 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.
- To ensure that the RYA's services, including training schemes, are accessible to all, including those who have been under-represented in the past.

Policy Statement

The Royal Yachting Association Scotland is committed to the principle 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 their gender, age, disability, ethnic origin, colour, religion or belief, social status or sexual orientation.

Implementation

- The RYA encourages its affiliated clubs and organisations and its recognised training centres to adopt a similar policy, so that they are seen as friendly, welcoming and open to all.
- Appointments to voluntary or paid positions with RYA Scotland will be made solely on the basis of an individual's knowledge, skills and experience and the competences required for the role.
- RYA Scotland 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 and assessments are not compromised.
- RYA Scotland 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 and evaluated on an ongoing basis.

Approved by RYA Scotland on 15th May 2006