



Greystones Sailing Club Equality, Diversity & Inclusion (EDI) Policy

1. Policy Statement

Greystones Sailing Club (GSC) is committed to creating and maintaining an environment that is **welcoming, inclusive, safe, and respectful for everyone**. We believe that sailing should be accessible to all, regardless of age, ability, gender, family status, marital status, sexual orientation, race, religion, ethnicity, socio-economic background, or any other characteristic.

In line with **Irish Sailing Association Equality, Diversity and Inclusion Guidelines**, Greystones Sailing Club actively promotes equality of opportunity and works to remove barriers that may prevent participation in sailing and club life.

2. Scope

This policy applies to:

- All members of Greystones Sailing Club
- Children and young people
- Parents and guardians
- Instructors, coaches, volunteers, and committee members
- Visitors and participants in club activities, courses, and events

3. Our Commitment

Greystones Sailing Club is committed to:

- Treating all individuals with **dignity, respect, and fairness**
- Providing **equal access to participation**, coaching, training, and competition
- Fostering a culture where **differences are valued** and inclusion is actively promoted
- Challenging discrimination, harassment, bullying, or exclusion in any form
- Ensuring that safeguarding and welfare remain central to all activities

4. Inclusive Practices at Greystones Sailing Club

GSC recognises that equality does not always mean treating everyone the same, but rather **providing appropriate support to ensure fair participation**.

Our inclusive practices include:

- Adapting junior sailing courses to support **neurodiverse sailors** and those with additional needs
- Consulting with parents and guardians to understand individual requirements
- Providing smaller group settings or designated instructor/assistant support where appropriate
- Allowing flexibility in routines, communication styles, arrival times, and learning approaches
- Offering quiet spaces, alternative lunch arrangements, and structured break options



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- Supporting progression pathways so all sailors can continue in the sport at their own pace

5. Behaviour and Culture

All members, instructors, volunteers, parents, and visitors are expected to:

- Act in a way that **promotes inclusion and respect**
- Use appropriate language and behaviour at all times
- Respect individual differences and personal boundaries
- Support a positive, encouraging environment both on and off the water

Discrimination, harassment, victimisation, or exclusion will not be tolerated and will be addressed through the Club's **Complaints, Disciplinary, and Safeguarding Procedures**.

6. Governance and Responsibility

The Greystones Sailing Club Executive Committee is responsible for:

- Promoting equality, diversity, and inclusion across all areas of the Club
- Ensuring EDI principles are reflected in policies, programmes, and decision-making
- Supporting instructors and volunteers through training and guidance
- Reviewing practices to ensure they remain inclusive and effective

The **Senior Instructor**, supported by the **Junior Development Committee**, plays a key role in embedding inclusive practices within junior programmes and training activities.

7. Training and Awareness

Greystones Sailing Club will:

- Encourage EDI awareness and safeguarding training in line with Irish Sailing guidance
- Promote open communication and feedback from members and families
- Continually review and improve practices based on experience and community needs

8. Reporting Concerns

Any concerns relating to equality, diversity, or inclusion should be raised through:

- The Club's Complaints Procedure
- The Designated Liaison Person (DLP) or Children's Officer, where appropriate

All concerns will be taken seriously and managed confidentially and fairly.

9. Review

This Equality, Diversity & Inclusion Policy will be reviewed annually, or sooner if required, to ensure it remains compliant with **Irish Sailing Association guidelines** and reflects the evolving needs of the Club community.

Approved by:

Greystones Sailing Club Executive Committee



Greystones Sailing Club

The Harbour, Greystones, Co. Wicklow

Mark Hanley – Centre Principal

Date:

08/02/2026

Review Date: February 2027