

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
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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
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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

- 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



The Harbour, Greystones, Co. Wicklow

Mark Hanley – Centre Principal

Date:

08/02/2026

Review Date: February 2027