

## Equality, diversity and inclusion policy

Lowestoft & Oulton Broad Motor Boat Club Limited is committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

The aim is for our Members to be truly representative of all sections of society and for each Member to feel respected and able to give their best.

The organisation - in providing services and/or facilities - is also committed against unlawful discrimination of the public.

### Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all Members
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
  - terms and conditions of membership
  - dealing with grievances and discipline
  - dismissal

### Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the Club as they are good practice and make business sense
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Members are recognised and valued.

This commitment includes making information available to Club Members if requested, about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include Members conducting themselves to help the organisation provide equal opportunities in membership, and prevent bullying, harassment, victimisation and unlawful discrimination.

All Members should understand they, as well as the Club, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their Membership, against fellow Members and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Members, visitors, the public and any others in the course of the organisation's activities.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all Members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning Members being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review Club practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the Membership regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### [Agreement to follow this policy](#)

The equality, diversity and inclusion policy is fully supported by Club management.