



Rona Sailing Project Equality and Diversity Policy

We are dedicated to encouraging a supportive and inclusive culture and ensuring equality of opportunity for all crew, volunteers and staff. We are committed to promoting diversity and inclusion and eliminating all forms of discrimination. Our aim is to ensure that the organisation and all those who join us on voyages are representative of all sections of society. Each person will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all involved in the Rona Sailing Project, and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation as defined in the Equality Act 2010.

We are opposed to all forms of unlawful and unfair discrimination. All crew, volunteers and staff will be treated fairly and with respect. When Rona Sailing Project selects individuals for employment, training, promotion, volunteering, or any other benefit, it will be based on their aptitude and ability. All crew, volunteers and staff will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the learning and efficacy of our whole organisation.

Rona Sailing Project commits to

- Creating an environment in which individual differences and the contributions of all team members are recognised and valued.
- Creating an environment that promotes dignity and respect for everyone involved in the Project.
- Not tolerate any form of intimidation, bullying, or harassment.
- Making training, development, and progression opportunities available to all.
- Promote equality in the workplace, which Rona Sailing Project believes is good management practice and makes sound business sense.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Requiring employees, volunteers and crew to treat everyone with dignity and respect.
- Regularly reviewing all our practices and procedures so that fairness is maintained at all times.

The equality and diversity policy is fully supported by the Trustees and has been agreed with volunteer representatives and employees. Rona Sailing Project will inform all crew, volunteers and staff that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the organisation. The policy will also be drawn to the attention of donors, stakeholders, and job applicants. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted within the Project.