

# CVSS

## Sailing for People with Disabilities

### Equal Opportunity and Diversity Policy

Linked Policy Documents

Volunteer Policy

Positive Behaviour Policy

Health and Safety Policy

Safe Recruitment and Personnel policy

### Policy Statement

CVSS is committed to the principle of equality of opportunity and aims to ensure that all members are treated fairly and on an equal basis, irrespective of their gender, age, abilities and disabilities, ethnic origin, colour, religion or belief, social status or sexual orientation

### 1. Objectives

1. To make sailing/katakanuing an activity that is genuinely open to all who have any form of disability and who wish to take part at CVSS.
2. To provide a structure allowing disabled sailors to enjoy the sport, in whatever capacity they feel appropriate, in line with CVSS rules and safety.
3. To ensure that all members of CVSS have access to all the CVSS Training and Development programmes as appropriate to their reasons for joining CVSS, in line with the needs of CVSS and their personal development within the sport and CVSS.
4. To ensure all members of CVSS have access to “posts”(i.e. trustee membership) in CVSS in line with the wishes of the membership (e.g. votes cast at the AGM or similar meetings) and the needs of the organisation as stated in the constitution.

### 3. Implementation

- \* All members will be treated fairly and in accordance with the CVSS rules and in particular this Policy
- \* CVSS exists to enable disabled people to sail and katakanu . Our ethos is “You want to sail - we’ll try to help you do it –safely”.  
The trustees with all the CVSS volunteers, parents and assistants and individual sailors will strive to provide sailing/katakanuing for disabled people who wish to participate, however there may be occasions when leaders/shore officers decide that activity cannot be made available safely for particular sailors on that occasion.  
It is also possible that CVSS will not be able to provide any safe sailing for katakanuing for a particular individual. We will explain our decision to the sailor(s) and/or parents/assistants.
- \* Any concern or complaint about the conduct of a fellow member of CVSS (i.e. sailors, volunteers or group leaders) within the context of CVSS should be referred to the Chairman or Secretary of CVSS who will refer it to the trustees for consideration, applying, where appropriate, the Grievance and Complaints Procedure.
- \* This will normally occur within 3 weeks of you raising the complaint with the Chair or Secretary. You will be informed of the result of the Trustees deliberations.
- \* Should the matter involve a member of the trustees that person will retire during discussion of this matter.
- \* If you are unsatisfied the concerns can be put to R.Y.A. Sailability for consideration.
- \* The Trustees are responsible for the maintenance of this policy and will not wait for complaints to be made which highlight a problem, but will proactively monitor it’s implementation.