PSS Equality Policy

Practical Sea School is committed to equality of opportunity and aims to ensure that all current and potential freelance instructors, members, volunteers and future employees are treated fairly and on an equal basis regardless of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

Objectives:

- To ensure boating is accessible and attractive to the widest audience
- To ensure that the PSS services, including training schemes, are as accessible as possible, including to people with disabilities
- To ensure the diversity of our instructors
- To identify and promote more role models at all levels from under-represented groups, including women and girls, people with disabilities, people from Black Asian and Minority Ethnic backgrounds and LGBTQ+ people
- To attract students from under-represented groups through targeted initiatives
- To maintain the Advanced Level of the Equality Standard for Sport

Implementation:

- Appointments to voluntary or paid and freelance positions with PSS will be made based on an individual's knowledge, skills and experience and the competencies required for the role
- PSS will follow guidance in relation to RYA training schemes which may inhibit the performance of candidates with special needs and ensure that the standard, quality and integrity of schemes and assessments are not compromised
- PSS will develop further policies for specific activities when necessary to uphold the equality objectives outlined
- PSS reserves the right to discipline any of its freelance instructors, members, volunteers or employees who practise any form of discrimination in breach of this policy, in line with the relevant articles, rules, codes of conduct and disciplinary procedures
- The effectiveness of this Policy will be monitored and evaluated on an ongoing basis by PSS administration and revised accordingly

Approved by Principal 24/02/2025