

# Runswick Bay Beach and Sailing Club

## Equality Law Information

According to Equality law, RBBSC is classed as an 'association' because:

- We have 25 or more members
- We have rules to control how someone becomes a member
- We have a process of selection to become a member

Equality law covers members, prospective members, guests and prospective guests.

RBBSC is a 'service provider'. The service provided by the club is in the form of facilities.

Under equality law, an association providing goods, facilities or services has a 'duty to make reasonable adjustments' to bring about equality for disabled people.

The duty to make reasonable adjustments includes:

1. Changing the rules (written or unwritten) or the ways things are done.
2. Making changes to overcome barriers created by the physical features of the premises.
3. Providing auxiliary aids or services to make it easier for disabled people to make use of the services or facilities.

What is meant by 'reasonable'?

- The change must be practically possible
- The change must have a significant impact in removing any disadvantage faced by a disabled person
- The cost must not be disproportionate to the association's size and financial resources

## RBBSC Equality Policy

RBBSC is committed to the principle of equality of opportunity.

RBBSC aims to ensure that all present and potential participants, members, instructors, coaches, competitors, officials, volunteers and employees are treated fairly and on an equal basis, irrespective of sex, age, disability, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, gender reassignment or social status.

RBBSC will not discriminate, harass or victimize:

- In the arrangements we make for selecting or rejecting new members and the terms for joining.
- In the ways in which we give or deny benefits or services or remove or vary the terms of membership (Membership fees are agreed at the AGM and are the same for all members)
- In the arrangements we make for deciding who can be invited as a guest and the terms for inviting or refusing people as guests.
- In the ways in which we give or deny guests benefits or services.

RBBSC will endeavour to make reasonable adjustments to bring about equality for disabled members, prospective members, guests and prospective guests.

We will do this within the constraints of the unique physical features of our club premises which include:

- No mains water, gas or electricity supply
- Remote location on cliff side  $\frac{1}{4}$  mile along a beach (not on public highway and it is illegal to drive a car on the foreshore of the beach)
- Proximity to sea and vulnerability to high tides and coastal flooding

The club's arrangements for complying with equality law will be reviewed regularly by the committee.