

EQUALITIES POLICY

Aim

The aim of this policy is to communicate the commitment of the Directors and Officers of the management team to the promotion of equality of opportunity in The Ulster Gliding Club.

It is our policy to provide equality of membership and participation to all, irrespective of:"

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveler)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All members and volunteers will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about membership, training, participation, volunteering and advancement or any benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in sports organisations is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all of those who participate to develop their full potential and the talents and resources of the membership will be utilised fully to maximise the efficiency of the organisation.

To whom does the policy apply?

This policy shall apply to all members of the organisation.

Equality commitments

We are committed to:"

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious sporting environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by the Directors and Officers of the management team.

Implementation

The Directors have specific responsibility for the effective implementation of this policy. Each Officer of the management team also has responsibilities and we expect all our members to abide by the policy and to help create the equality environment which is its objective.

In order to implement this policy we shall:"

- Communicate the policy to members and relevant others.
- Ensure that Directors, Officers of the management team and those who are involved in assessing members' abilities for advancement are aware of their duties in respect of implementing the equal opportunities policy.
- Ensure that members are made aware of this policy by way of the club website.

Monitoring and review

The effectiveness of our equal opportunities policy will be reviewed annually and action taken as necessary.

Complaints

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the complaints and appeals procedures as published on the website. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action.

Constraints

Notwithstanding the foregoing, it should be recognised that the club operates within certain constraints: "

- All operations are governed by the rules, regulations and recommended practices of the British Gliding Association and by the requirements of primary legislation including the Air Navigation Order. Safety is of the highest priority and many aspects of advancement within the sport and the organisation are conditional upon the age, medical status and demonstrated skill level of the individual as required by the rules.
- The sport is suitable for male and female members of any age however there are certain physical limitations. The design parameters of the gliders and the Certificates of Airworthiness for the gliders place a maximum weight limit for any one occupant of 227 lbs (16 Stone 3 lbs). This limitation is outside the control of the organisation.
- The crew seating arrangement in gliders provide some adjustment to suit different crew heights however the range of adjustment is limited by the design of equipment available to the club. It may not be possible to accommodate very short or very tall crew. This limitation is outside the control of the organisation.

- Young people are welcome. Ideally, they should be tall enough to be able to reach the controls of the glider in order gain maximum benefit from a lesson. **The Air Navigation Order prohibits anyone under 16 years of age [now reduced to 14 years of age - *ed*] from acting as pilot in command of a glider.**
- There is no upper age limit on those who wish to participate in the sport however insurance limitations may impose a maximum age for persons wanting to act as pilot in command of club gliders.
- Where possible, the club will make every effort to offer trial lessons, training and club membership to people with physical disabilities. Sport NI and The Enkalon Foundation have assisted the club in providing a two-seat training glider equipped with special hand controls. This allows persons with a disability of the lower limbs to operate the controls even if they cannot use the foot operated rudder pedals. A hoist is available to assist wheelchair users board and disembark. It is regretted that certain disabilities may prevent individuals from acting as a member of the flight crew.