

Trent Valley Gliding Club Equal Opportunities Policy

Introduction

The Trent Valley Gliding Club (TVGC) is committed to providing a safe and supportive club environment for those who wish to enjoy the sport of gliding. Gliding is the most affordable way to fly and is by definition inclusive. The TVGC Equal Opportunities Policy aims to ensure that nobody in our community is discriminated against whilst being proportionate to the activities of relatively small voluntary sporting organisation.

Equal Opportunities Policy Statement

The TVGC recognises that it has a legal and moral duty to uphold the principles of the of the Equality Act 2010 and undertakes to ensure that no person is discriminated against due to their:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

All members of the club are expected to treat others according to their needs and with dignity and respect. They are expected to challenge inappropriate behaviour or language and where appropriate report such language or behaviour to the club safeguarding officer.

Club policies are reviewed at intervals of no more than two years and this review will consider the equality impact of those policies.

It is not considered appropriate to monitor all of the protected characteristics in the club environment though it is recognised that the club (in common with gliding in the UK) consists mainly of white males and action is taken to encourage a more representative participation.

Actions to Promote Equality

- The Safeguarding Officer has responsibility for the management of equal opportunities and this role is delegated to the Club Chair.
- Discounted membership rates are offered to younger and older members to encourage diversity of age.
- Specific women's events are run periodically.
- The club has signed up to the NLC White Ribbon initiative and actively promotes their objectives.
- Gliders are adapted to accommodate people with disabilities.

Approved and adopted by the Board of Directors, 30th May 2017.

Reviewed by the Board: 3rd February 2025 (no changes).

Document Title	Review Date	Next Review Date	Owner	Page Number
202501 Equal Opportunities Policy	February 2025	January 2027	Safeguarding Lead	Page 1 of 2