Inclusion & Diversity Policy

1. Purpose

Gyllyngvase Surf Life Saving Club is committed to creating a safe, welcoming, and inclusive environment where everyone feels valued, respected, and able to participate fully, regardless of identity, background or ability.

2. Our Commitment

- Treat all members, volunteers, and visitors with dignity and respect.
- Promote equality of opportunity in all activities, events, and decision-making.
- Challenge and address discrimination, harassment, or bullying in any form.
- Make reasonable adjustments to ensure accessibility for people with disabilities or additional requirements.
- Safety of all participants remains paramount at all times.

3. Scope

This policy applies to all members, coaches, volunteers, committee members, guests and contractors involved in club activities and operations.

4. Principles

- Respect – We value each person's unique contribution.
- Fairness – We ensure decisions are made without bias.
- Accessibility – We strive to remove barriers to participation.
- Representation – We encourage diverse voices throughout the activities of the club.

5. Responsibilities

- Committee: Lead by example, uphold the policy, and review it annually.
- All members: Treat others respectfully and raise any concerns.
- Coaches/Volunteers: Foster an inclusive atmosphere.

6. Reporting Concerns

Any member who experiences or witnesses discrimination, exclusion should report it to the Club Safeguarding Officer or Club Committee. All reports will be handled

sensitively and confidentially. Incidents of discriminatory behaviour will be dealt with seriously and may involve being suspended and/or excluded from the club.

7. Review

This policy will be reviewed annually to ensure it reflects best practice and the needs of our members.