



# **Kinsale Yacht Club**

## **Social Inclusion Policy**

## Introduction

Participation in sailing activities can benefit many people's lives, from teamwork, leadership, teaching new skills to forming new friendships within the community. In addition to the associated health and well-being benefits, Kinsale Yacht Club (KYC) recognises these positive impacts and seeks to ensure that everyone who wants to, can participate in these activities. It is for this reason that Kinsale Yacht Club has established and executed several initiatives which aim to make sailing an accessible and inclusive sport within the community.

The club organises a full season's programme of disabled sailing for children and adults. These sessions not only provide an introduction to the sport of sailing to physically and mentally disabled participants, but also help to break down social stereotypes, both of the sailing community and particular community groups. Many of the participants of these programmes go on to take part in the club's Summer Camps and the majority become full members of the club.

KYC is proud to have a number of Paralympians as club members and has gone to enormous lengths to establish the largest SAILABILITY CLASS (Sailing with disability) in the country. This has involved the selection and training of suitably qualified instructors and the purchase of specialised boats and equipment to facilitate the inclusion in the sport of people of all levels of ability.

In 2013 KYC hosted the World Disabled Sailing Championship.

In 2019 KYC hosted the Inclusion Games. This free national event, celebrated sailing, rowing, paddle boarding and canoeing for people of all abilities from the physical, sensory, intellectual and learning ability spectrums as well as disadvantaged persons from the direct provision centres.

The club has a longstanding partnership with Kinsale Outdoor Education Centre, part of the Cork Education and Training Board. We provide our marina facilities to enable them to run water sports courses from the centre of Kinsale Town.

Each Tuesday the club hosts a coffee morning for an informal Active Retirement group. This 'tradition' began approximately 4 years ago and continues to grow in popularity spread by 'word of mouth' with upwards of 30 regular participants.

Each Spring and early summer KYC provides "come and try" taster sessions for sailing, allowing people to experience sailing without having to commit to full membership.

KYC has a long history and tradition in supporting the community. For the past 20 years, the club has provided showers and changing facilities for the annual Lions Club Christmas charity swim, with all proceeds raised donated to local Charities.

Other community events include:

- Hosting the annual St Patrick's Maritime Parade of Sail in conjunction with the Kinsale St Patricks Day Parade committee.
- Hosting annual Sea Sunday (a Kinsale tradition that includes an interfaith ecumenical service followed by a parade through the town with the blessing of all fishing and pleasure boats in the community).
- Annual Kinsale Regatta in conjunction with Kinsale Regatta Committee, in a tradition covering 224 years, a rowing, sailing and water sports regatta held on August Bank Holiday weekend. This event is organised by a Town Committee but hosted in KYC
- RNLI fundraisers.

## **POLICY**

Kinsale Yacht Club (KYC) is committed to promoting inclusion throughout the club for all members and visitors.

KYC undertakes its responsibility to comply with equality legislation. In doing so it is committed to ensuring that no person is treated less favourably than another on grounds of:

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race

KYC is committed to ensure that it fulfils its legal obligation under the existing equality legislation.

KYC promotes equality of opportunity in all its activities in order to promote a genuine culture of inclusion and equality.

KYC is committed to ensuring that participation in our club is affordable, by actively promoting reduced associate membership rates.

KYC seeks to actively demonstrate its commitment to equality by placing this principle central to all policies and procedures.

KYC undertakes to continue and to expand its existing active participation in community, social and inclusion events.

## **AIMS OF THIS POLICY**

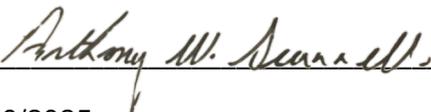
- To encourage access to sailing and social activities, regardless of a person's ability, sexual orientation, gender, religion, marital status, ethnic or social background.
- To ensure that inclusion is reflected in all KYC policies, documents, practices and procedures.
- To ensure that all members of KYC who feel that they may have been unfairly treated because of their, gender, marital status, family status, sexual orientation, religion, age, disability, ethnic or social origin, have their voice heard.

## **RESPONSIBILITY**

Individual employees and members acting on behalf of KYC have responsibility to assist in the prevention of unfair discrimination.

This policy is available for download at [www.kyc.ie](http://www.kyc.ie)

This policy was adopted by Kinsale Yacht Club on Date: 18/10/2020

Signed by:  On behalf of Management

Review Date: 118/10/2025

