



SOLVA HARBOUR SOCIETY

EQUALITY STATEMENT

Solva Harbour Society Ltd (SHS) Equality Policy is dedicated to encouraging a supportive and inclusive culture amongst SHS members and those that use its facilities.

SHS is committed to treating everyone who visits or uses its facilities - members, employees, job applicants, volunteers, contractors and visitors - with dignity, respect, and fairness, ensuring equal opportunities and eliminating unlawful discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. SHS strives to provide a culture free from harassment and bullying.

SHS is committed to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a complaint is upheld, the management committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

This statement is embedded in all SHS policies and embodies the principles within the Equality Act (2010).