



WELSH YACHTING ASSOCIATION

CYMDEITHAS HWYLIO CYMRU

EQUALITY STANDARD FOR SPORT – PRELIMINARY LEVEL

**SAFON CYDRADDOLDEB AR GYFER CHWARAEON - LEFEL
RHAGARWEINIOL**

STAFF & VOLUNTEER TRAINING PLAN

CYNLLUN HYFFORDDI STAFF & GWIRFODDOLWYR

Date Approved By the Board	26 January 2014
Date Reviewed:	

INTRODUCTION

The Welsh Yachting Association is committed to making our sport accessible to all. Our ambition is that Wales becomes one of the best places in the world to be a sailor. Our plans and aspirations are set out in our 2013/17 Strategic Plan – “Sailing an Inclusive Sport for Life”.

We are committed to upholding the principles of equality in all aspects of our work. Part of our commitment to equality is to ensure that people receive appropriate training relevant to their role and to our multi-disciplined sport.

The attached training matrix sets out the rolling programme we will put in place over the next two years and will be directly linked to our Equality Action Plan. The plan will cover the following people/groups:

- WYA Staff
- WYA Board
- WYA Committee Members
- Volunteers
- Club Members

The plan will be monitored and reported back to the Board as part of our ongoing work in this area.

WYA TRAINING EQUALITY TRAINING PLAN APRIL 2014 – MARCH 2016

PEOPLE / GROUPS	WORKSHPOS	ON-LINE LEARNING	EXTERNAL TRAINING	PROGRESS
BOARD MEMBERS	<p>To run a RYA Disability Awareness Training with equality Module of WYA Board members.</p> <p>September 2014</p>	<p>Provide links to RYA Training videos on Website for Board members.</p> <p>http://welshsailing.co.uk/information-advice/</p> <p>February 2014</p> <p>Update Board members induction pack to include WYA policy statement on Equality</p> <p>October 2014</p>		
WYA PAID STAFF	<p>To run a RYA Disability Awareness Training with equality Module of WYA Board members.</p> <p>June 2014</p>	<p>Provide links to RYA Training videos on Website in Board members induction pack. staff handbook and include as part of staff induction programme</p> <p>http://welshsailing.co.uk/information-advice/</p> <p>February 2014</p>	<p>Staff encouraged and supported to Learn Welsh through external providers.</p> <p>Staff P&D Review process Ongoing</p>	
WYA COMMITTEE MEMBERS	<p>To run a RYA Disability Awareness Training with equality Module of WYA Board members.</p> <p>September 2014</p>	<p>Provide links to RYA Training videos on Website for all Committees and make members aware of Equality Policy statement</p> <p>http://welshsailing.co.uk/information-advice/</p> <p>February 2014</p>		

CONTRACTED COACHES	To run a RYA Disability Awareness Training with equality Module at Coach CPD March 2015	Provide links to RYA Training videos on Website. http://www.rya.org.uk/coursestraining/resources/equality/Pages/EqualityTraining.aspx February 2014	Include as part of Squad Coach CPD. Regional Conferences 2015	
CLUBS	Roll out 3 Regional Workshops following the RYA Disability awareness training through Regional Committees Autumn Winter 15	Provide links to RYA Training videos on Website. http://www.rya.org.uk/coursestraining/resources/equality/Pages/EqualityTraining.aspx Regional Officers to promote through Regional Committees and direct club contact. February 2014/Ongoing through WYA Newsletters 2		

DRAFT