

SAFEGUARDING POLICY AND PROCEDURES FOR CHILDREN AND VULNERABLE ADULTS

22 Point Six (Maritime) Ltd is a small business which is set up for the participation of Adults. Therefore the business operated with the following guidelines;

1. Minors (persons under 18 years old) will not normally be allowed to sail with the company. If in the judgement of the Management (including the skipper) a minor is considered suitable then they must be over 16 years old, accompanied by a legal guardian and of suitable body size to fit one of the vessels Life Jackets.
2. The Department of Health defines a vulnerable adult as a person aged 18 or over who may need community care services because of a disability (mental or other), age, or illness. A person is also considered vulnerable if they are unable to look after themselves, protect themselves from harm or exploitation or are unable to report abuse. 22PointSix (Maritime) Ltd will not normally take vulnerable people on board but where the management including the skipper feel its safe and appropriate they must be accompanied by their normal registered carer. Under no circumstances are they to be included in the crew without a registered carer.

Equality and Diversity Policy

Our equality and Diversity Policy is dedicated to encouraging a supportive and inclusive culture amongst our clients and workforce. It is within our best interest to promote diversity and eliminate discrimination. Our aim is to ensure that all employees and clients are given equal opportunity.

Each individual will be respected and valued and able to give their best as a result. This policy reinforces our commitment to providing equality and fairness to all in our employee and clients and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination. All employees and clients will be treated fairly and with respect. All employees and clients will be given help and encouragement to develop their full potential and utilise their unique talents.

We aim to create a working environment that promotes dignity and respect for every employee and client by:

- Not tolerating any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Making training, development, opportunities available to all.
- To promote equality on our training courses
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.