

**ST IVES JUMBO ASSOCIATION**  
REGISTERED CHARITY NUMBER 1142930

**EQUAL OPPORTUNITIES AND MANAGING DIVERSITY**  
**STATEMENT**

As a community organisation, we will not discriminate against our members, employees or volunteers on the grounds of gender, sexual orientation, disability or impairment, age, race, creed, colour, nationality, ethnic or national origin, trade union activity, religion or belief or similar.

The organisation will endeavour to be socially inclusive and offers a number of sponsored memberships for supporters wishing to join the Association but who find themselves unemployed and in receipt of State benefits. This is funded by a small number of members who have volunteered to act as sponsors.

The Association values difference and seeks to recognise and encourage involvement from people with different backgrounds, skills, outlooks and experiences to encourage participation in sailing or working with the Jumbo vessels and/or events.

We will not tolerate behaviour that contradicts the letter or spirit of this statement or the open approach to community involvement in the Association. Any member allegedly causing offence will be asked to attend a meeting with the Secretary or Board of Trustees and/or may be asked to participate in dispute resolution meetings in accordance with the Complaints & Disputes policy.

Supporters are encouraged to familiarise themselves with our other key operational documents:

- Business Plan
- Health & Safety Policy/ Hazard Risk Assessment
- Complaints & Disputes Policy
- Conflict of Interest Policy

Supporters are also encouraged to comment and offer feedback or suggestions on any aspect of the Association that they feel would lead to improvement.

Correspondence should be addressed to:

The Membership Secretary, St. Ives Jumbo Association, c/o Teak Room Studio, Tremorna, Wheal Margery, St. Ives TR26 2RH. Tel: 01736 793657  
e-mail: [mail@stivesjumbo.com](mailto:mail@stivesjumbo.com)

1<sup>st</sup> July 2011