

## Equality and Diversity Policy

### **1 Our values**

- 1.1 The British Sub-Aqua Club (BSAC) has a clear commitment to equality and diversity and that this is embedded in everything we do.
- 1.2 We are passionate about making the sports of scuba diving and snorkelling inclusive, open and accessible to everyone.
- 1.3 We seek to create a culture and environment where everyone has the opportunity to participate, volunteer, teach and run diving and snorkelling clubs.
- 1.4 We seek to overcome potential barriers for those individuals and groups currently under-represented as participants.
- 1.5 We celebrate that as a sport we are unique in that we are non-competitive and men and women participate equally. We are open to all ages. We offer an ideal sport to many people with disabilities.

### **2 Our commitment to equality**

- 2.1 As an employer and a sports club and national governing body, BSAC is committed to eliminating discrimination and valuing diversity in all of our activities. We also recognise we have a responsibility in the wider sporting community to encourage good health and active lifestyles in all sections of the population.
- 2.2 We monitor and address outcomes and ensure that the over-arching values of fairness and equality are integrated throughout our work.
- 2.3 BSAC will ensure that our employees and members are treated equally, with dignity and respect, regardless of the nine characteristics protected by the Equality Act 2010. These are:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including ethnic origin, colour, nationality and national origin)
  - religion and belief (including philosophical belief)
  - sex/gender
  - sexual orientation
- 2.4 We will oppose and challenge all forms of unlawful and unfair discrimination.

### **3 Policy into practice**

#### **3.1 As an employer we will**

- Treat all employees and volunteers fairly and with respect, whether part-time, full-time or temporary.
- Ensure that all our HR policies are fair, inclusive and accessible.
- Provide managers with the necessary training to implement our policies.
- Select for employment or promotion on the basis of ability and aptitude.
- Encourage all employees to develop to their full potential.
- Create a supportive environment where individual differences and contributions of all staff are recognised and valued.
- Be flexible in the way that we work.
- Address any breaches of this equality policy as misconduct.

#### **3.2 As a training provider we will**

- Design services that are accessible and tailored to meet the needs of everyone.
- Offer instructors training for teaching people with disabilities through our Diving for All courses.
- Encourage branch representatives to take part in Equity in Your Coaching workshops.
- Make reasonable adjustments to courses to encourage participation by people with disabilities.
- Ensure all our public information is accessible and reflects the diversity of the diving and snorkelling communities.
- Ensure all our partners and suppliers share our values and commitment.

#### **3.3 As a club we will**

- Educate on fairness and equality through our activities.
- Create safe and supportive environments.
- Inspire and motivate all divers and snorkellers to fully reach their potential.

#### **3.4 As a national governing body we will**

- Encourage the adoption of equality and diversity policies by other scuba and snorkelling training agencies.
- Understand that the Equality Act 2010 requires a proactive approach with the challenge of demonstrating it in practice. These policies need the support of all BSAC directors, employees, branch officers and members.

#### **3.5 All members are encouraged to**

- Be aware of discriminatory practices (described below) and avoid them.
- Ensure that everyone is treated positively and fairly.

- Challenge others if they feel that they are behaving in a discriminatory manner.
- Inform a branch officer or a manager at HQ if they think they are being discriminated against or if they think that discriminatory practices are in place.

#### **4 Discrimination**

- 4.1 When people are not treated equally it is termed 'discrimination'. This might not always be obvious and BSAC members and employees should be aware of the following terms.
- 4.2 **Direct discrimination** means treating a person less favourably than others are or would be treated in the same circumstances. For example, men being paid more than women for the same job.
- 4.3 **Indirect discrimination** means applying a requirement or condition, which, whether intentionally or not, has an adverse effect on any person. For example, requiring a university degree for a post that does not need one would discriminate against any group less likely to have had a university education.
- 4.4 **Associative discrimination** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
- 4.5 **Perceptive discrimination** is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when in fact they do not. For example a person might feel they are being discriminated against because other people think they are homosexual (when they are not).

#### **5 Review**

- 5.1 This policy will be reviewed every January by the member of BSAC Council who is tasked with monitoring equality and diversity.