



Equality and Diversity Policy

A. Our values

1. British Sub-Aqua Club (BSAC) Branch 5 has a clear commitment to equality and diversity, and this is embedded in everything we do.
2. We are passionate about making the sport of scuba diving and snorkelling inclusive, open and accessible to all.
3. We seek to create a culture and environment where everyone has the opportunity to participate, volunteer, teach and run diving and snorkelling clubs.
4. We seek to overcome potential barriers for those individuals and groups who may feel under-represented as participants.
5. We celebrate that, as a sport, we are unique in that we are non-competitive and all genders can participate equally. We are open to persons over the age of twelve.

B. Our commitment to equality

1. Our national governing body, BSAC, is committed to eliminating discrimination and valuing diversity in all of our activities. BSAC also recognise that we have a responsibility in the wider sporting community to encourage healthy and active lifestyles in all sections of the population. As a club we are committed to following these guidelines.
2. BSAC Branch 5 will ensure that our 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 and sexual orientation

3. BSAC 5 will oppose and challenge all forms of unlawful and unfair discrimination.

C Policy into practice

As a voluntary organisation we aim to:

1. Offer services that are accessible and tailored to meet the needs of all.
2. Offer training for people with disabilities and to make reasonable adjustments to courses in order to encourage participation by people with disabilities.
3. Ensure all public information is accessible and reflects the diversity of the diving and snorkelling communities.
4. Treat all staff and volunteers fairly, and with respect.
5. Ensure that our policies are fair, inclusive and accessible.
6. Encourage all members to develop to their full potential.
7. Create a supportive environment, where individual differences and contributions of all members are recognised and valued.
8. Be flexible in the way that we work.
9. Address any breaches of this equality policy as misconduct.

D. As a BSAC Training Provider we will:

- a) Educate on fairness and equality through our activities.
- b) Create safe and supportive environments.
- c) Inspire and motivate all divers and snorkellers to fully reach their potential.
- d) 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 Branch Officers and members.

Club members are encouraged to:

- a) Be aware of discriminatory practices (described below) and to avoid them.
- b) Ensure that everyone is treated positively and fairly.
- c) Challenge others if they feel that they are behaving in a discriminatory manner.
- d) Inform the Committee, or Welfare Officer, if they think they are being discriminated against, or if they think that discriminatory practices are taking place.

What is Discrimination?

When people are not treated equally it is termed 'discrimination'. This might not always be obvious and BSAC members should be aware of the following terms.

'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.

'Indirect discrimination' means applying a requirement or condition, which, whether intentionally or not, has an adverse effect on any person. For example, requiring a higher qualification for a post that does not need such would discriminate against any group.

'Associative discrimination' is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

‘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).

E. Review

This policy will be reviewed every year by the Branch 5 Welfare Officer who is tasked with monitoring equality and diversity.

Contact Details:

Welfare Officer: Jan Ryan welfareofficer@merseydivers.com

Committee: committee@merseydivers.com

Approved by:

Chairperson: Dave Edwards (approved 18.08.2022)

Vice Chairperson: Vince Clegg (approved 18.08.2022)