

Equity Policy



Reef Scuba has an on-going commitment to treating people fairly. No member, student or dive school staff will receive less favourable treatment on the grounds of age, colour, disability, ethnic minority, parental or marital status, nationality, religious belief, social status or sexual preference, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

The Dive school and Club will:

- 1) Adopt an approach eliminating barriers that discriminate against particular groups.
- 2) Give clear guidance to individuals working within the school on the commitment to equal opportunities.
- 3) Recognise its legal obligations under:
 - Sex Discrimination Act
 - Race Relations Act
- 4) Ensure that individuals are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position i.e. that they have successfully demonstrated the skills, knowledge and attitude for professional roles as promoted by PADI standards.
- 5) Promote personal development for all members and professional dive staff, supporting their progress within the Club, facilitating training, and acting as mentors to colleagues and club members.
- 6) Fulfilling its social responsibility towards its members and staff, and the wider dive community in which it operates, ensuring that appropriate support is given during times of personal difficulty.

Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which, whether as intentional or not, adversely affects a considerable larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Harassment is defined as inappropriate actions, behaviour, or comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

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The Club regards discrimination and harassment as described above as gross misconduct and any members, or dive staff who discriminates against any other person will be liable to appropriate disciplinary action.

Victimisation occurs when someone is treated less favourably than others because he or she has taken action against the Club under one of the relevant Acts (as previously outlined) or provided information about such discrimination.

Implementation

- 1) A copy of this document will be available to all members and dive staff.
- 2) All dive staff have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- 3) The School will take measures to ensure that its training practices are non-discriminatory.
- 4) An approach to eliminate barriers that discriminate against particular groups is embedded within the Club.

Monitoring and evaluation

- 1) The Club Committee will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform members, students and dive staff of their impact.
- 2) The Club Committee is responsible for ensuring that this equity policy is followed and for dealing with any actual or potential breaches.