

## **EQUALITY AND DIVERSITY POLICY**

Dive & Sea the Hebrides [DASTH] has a clear commitment to equality and diversity and this is embedded in everything we do.

### **OUR VALUES**

1. We are passionate about making the sport of scuba diving, snorkelling, wild swimming and wildlife watching inclusive, open and accessible to everyone.
2. We seek to create a culture and environment where everyone has the opportunity to participate and enjoy all of our activities safely.
3. We aim wherever practically possible to overcome potential barriers for those individuals and groups who may wish to participate.
4. We value, that as a company, the activities in which we participate in are non-competitive and everyone's ability to participate is equal and all are welcome. With the right support, in-water sports can offer dynamic opportunities to people with disabilities.

### **OUR COMMITMENT TO EQUALITY**

1. As an employer and a sport provider DASTH is committed to eliminating discrimination and values diversity in all of our activities.
2. We also recognise we have the opportunity to encourage active lifestyles and good health in all sections of the population.
3. The over-arching values of fairness and equality are incorporated in our work.
4. DASTH will ensure that our employees and customers 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.
5. We will oppose and challenge all forms of unlawful and unfair discrimination.

### **POLICY INTO PRACTICE**

#### As an activity provider and potential employer we will:

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

#### As an activity provider we will provide accessibility:

1. Design services that are accessible and tailored wherever practical and safe to meet the needs of those who wish to participate.
2. Encourage future staff to take part in Equality Coaching Workshops.
3. Make provision where practical and safe to facilitate participation by people with disabilities.
4. Ensure all our public information is accessible and reflects the diversity of our visitors.
5. Ensure all our staff and partners share our values and commitment.

#### As an activity provider we will be supportive:

1. Reinforce fairness and equality through our activities.
2. Create safe and supportive environments.
3. Inspire and motivate all participants to maximise their experience with us.

#### As a activity provider we will be consistent:

1. Encourage the adoption of equality and diversity policies by other partners or groups, who may, on occasion, work with us.
2. 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 DASTH owners, employees, and participating visitors.

All participants are encouraged to speak out:

1. Be aware of discriminatory practices (described below) and avoid them.
2. Ensure that everyone is treated positively and fairly.
3. Challenge others if they feel that they are behaving in a discriminatory manner.  Inform the appointed member of staff, if they think they are being discriminated against or if they think that discriminatory practices are in place.

## **CHILD PROTECTION POLICY**

1. HDS do not currently offer activities to children under 16 who are not accompanied by a responsible adult. Both senior partners have 'Full Disclosure' and have undertaken 'Child Protection Training' and therefore understand the specific requirements around child protection.
2. Before activities evolve to include unaccompanied children, a full child protection policy will be created.
3. All children participating, while in the care of responsible adults, will be treated equally, with full attention to their specific safety requirements and supported as required to ensure they feel welcome, safe and have a positive experience.

## **DISCRIMINATION**

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

1. Direct discrimination means treating a person less favourably than others are or would be treated in the same circumstances. E.g. Men being paid more than women, when they are doing the same job.
2. 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.
3. Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
4. 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. e.g. A person might feel they are being discriminated against because other people think they are homosexual (when they are not).

## **REVIEW**

This policy will be reviewed annually by HDS senior partners who are tasked with monitoring equality and diversity.

*Reviewed on 1<sup>st</sup> Oct 2022*