



## Equality, Equity and Diversity Policy

### BSAC London No 1

#### Our Values

Our members are committed to equality and diversity and this should be evident in all club activities. We endeavour to make the sport of scuba diving inclusive, open and accessible to everyone.

We seek to create a culture and environment in our club where everyone has the opportunity to participate in all club activities including learning, teaching, scuba diving and administration. We seek to overcome potential barriers for those individuals and groups currently under-represented as participants as club resources reasonably and safely allow.

We celebrate that as a sport we are unique in that we are non-competitive and men and women participate equally.

#### Equality

BSAC London No. 1 is committed to eliminating discrimination and valuing diversity in all of our activities.

BSAC London No. 1 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; Sexual Orientation.

#### Equity

BSAC London No 1 recognises that all individuals are different and have different needs. The standards required to achieve various elements of qualifications are set out by BSAC, but BSAC London No 1 Branch will strive to help all students achieve these standards by whatever means we have available. In particular, we will provide extra time and resources as necessary as well as adjusting teaching techniques to suit individual students.

#### Policy into practice

As a training provider London No. 1 will use all the available BSAC resources at our disposal to create opportunities for everyone as club resources reasonably and safely allow.

As a club we will promote equality and equity through our activities, methods and procedures. Create a safe and supportive environment for our members, inspiring and motivating all divers to fully reach their potential.

## **Code of Conduct**

All members are encouraged to ensure that everyone is made welcome and is treated positively, fairly and kindly when participating any club activity and to challenge others if they feel that their language or behaviour is having a negative effect on another member or the club as a whole.

Members should always follow best practice when diving such as: keeping physically fit enough to dive safely, maintaining diving equipment in a reliable and serviced condition, listening to dive briefs and asking questions if anything is unclear, carrying out buddy checks every dive, planning the dive and diving the plan.

Members should respect and follow instructions issued by those members appointed to positions of responsibility such as Diving Officer, Instructor, Dive Manager or simply a more qualified/experienced dive buddy when leading a dive.

Members should always behave in such a way that will further the aim of BSAC London No. 1 Branch to provide a safe, inclusive and welcoming environment to all comers, avoiding behaviour and using language that might cause offence, cause unnecessary risk to themselves or others or act in a way that might cause embarrassment to, or reflect badly on the club as a whole or other members.