



BGSS POLICIES

Equality & Access Policy

1. EQUAL OPPORTUNITIES STATEMENT

Big Green Surf School (BGSS) is committed to providing equal opportunities and access to our staff, those who use our services and anyone who comes into contact with us. This policy aims to ensure that everyone is treated in a fair manner regardless of age, race, colour, nationality, gender, disability, marital status, family responsibility, religion, ethnic background, gender identity or sexual orientation.

We believe that embracing each other's differences and respecting everyone's right to equal opportunities is vital to society and is something that we are committed to furthering. Since BGSS started in 2011 we have had an incredibly diverse range of both staff and clients and it's something that has always been at the core what we do. As such we aim to ensure that all of our staff, whether permanent, freelance or volunteers all respect each other and our incredible clients and act in accordance with this policy and our other policies.

BGSS is committed to this statement and will ensure that we implement all aspects of this policy to the best of our abilities. In doing so we hope to ensure that all staff and clients have equal opportunities and we will endeavour to take such action as is reasonably practical, appropriate, necessary and lawful to achieve this.

2. EQUAL OPPORTUNITIES POLICY

BGSS will ensure all staff, clients, outside agencies & members of the public who come into contact with us are treated equally, fairly and as individuals regardless of age, race, colour, nationality, gender, disability, marital status, family responsibility, religion, ethnic background, gender identity or sexual orientation.

The policy covers all aspects of the business, including management, staff, freelance workers, outside organisations and volunteers, as well as all of our interactions with our clients and the general public.

We will adhere to all existing legislation as detailed below, as well as reviewing and, if necessary, amending our policies on an annual basis or more frequently if required. The following legislation will be followed in the implantation of this policy:

- Race Relations Act 1976
- Sex Discrimination Act 1975
- Equal Pay Act 1970
- Disability Discrimination Act 1975
- Equality Acts 2006, 2010 & 2012

3. BGSS MANAGEMENT

We will aim to ensure that our management team is fairly appointed and representative of the business as a whole. BGSS owner and Head Coach, Dale Unnuk, will be responsible for ensuring that the management team is selected and recruited in a fair way which does not unfairly exclude anyone based on any factor listed in sections 1 & 2 of this policy.

4. STAFF & VOLUNTEERS

BGSS (specifically the management team) will ensure that all of our staff members, whether permanent staff, freelance workers or volunteers, are treated equally. We will ensure that no-one receives more or less favourable treatment than anyone else based on the factors detailed in sections 1 & 2 of this policy.

Additionally we will ensure that all staff members are aware of this policy and of how to raise any grievances that they may have in a confidential and accessible way. We have created other policies to ensure that these core beliefs are carried over into the way we recruit and train staff.

5. CLIENTS

Given the physical and often demanding nature of the activities that BGSS provides, it is sometimes inevitable that some clients and potential clients may find them challenging and potentially prohibitive. Irrespective of this BGSS will always aim to make all of our activities accessible to anyone who desires to participate in them.

As such we will take all such measures as are reasonable, practical and safe in order to extend the accessibility of our activities wherever possible. If any clients have any concerns regarding this matter we will actively encourage them to let us know how we can make participation easier and more comfortable for them.

6. OUR PROMISES

- Wherever practical we will take such action to ensure activities are conducted in areas or locations that are accessible to disabled people.
- If a location is unavoidably difficult for certain people to access we will take whatever measures are reasonably practical to assist them in accessing this area. Additionally we will reach out to other organisations/businesses who may could help towards this end.
- We will take whatever action as is reasonably practical to ensure that none of our staff or clients feel any sense of hesitance, shame, fear etc as a result of any of the factors listed in sections 1 & 2 whilst in their dealings with BGSS.
- We will endeavour to make any necessary changes to the way we communicate to take into account the needs of disabled people whether in person, over the phone, in print or online.
- We will treat everyone as an equal and will not discriminate against any person because of any of the following reasons: age, race, colour, nationality, gender, disability, marital status, family responsibility, religion, ethnic background, gender identity, sexual orientation, language, literacy, accent, income, social standing, background, marital status, political beliefs, income, job, employment status or any other reason.