

# Corby And District Sub Aqua Club

## BSAC Branch 1103



### Equal Opportunities Policy

It is the belief of **Corby And District Sub Aqua Club** (CADSAC) that all members of our Club have a right to be respected, treated fairly, have fun and to learn and develop the skills of our sport. To achieve this, CADSAC is committed to the wellbeing of everyone who participates in sub-aqua and snorkelling activities.

We believe that an organization derives benefits from having a good mix of people and we work hard to ensure that CADSAC is representative of the diversity found in the wider population. Membership of the club shall be open to anyone interested in diving and on application regardless of gender, disability, ethnicity, nationality, sexual orientation, religion, or other beliefs. The club takes account of the requirements in terms of the lower age range for diving as laid down by the **British Sub Aqua Club** (BSAC) and abides by this constraint on a non-discriminatory basis and in the interests of safety. Further reading: [www.bsac.com/advice-and-support/club-support/duty-of-care-and-welfare/](http://www.bsac.com/advice-and-support/club-support/duty-of-care-and-welfare/).

As a club we will help children/young people aged 12 to 18 to dive as long as those young people are accompanied by a



parent/guardian/carer at all times, preferably as full members themselves.

It is our firm intention that all club members have an equal chance of access to the training and the acquisition of skills necessary to ensure their development as competent and safe divers.

People with disabilities are afforded the same opportunity for advancement and this is done by ensuring that training, both practical and theory, is designed to meet individual need and overcome any constraints arising from the individuals particular disability. Members have participated in courses particularly designed to ensure that diving is made available to all new and existing members irrespective of their disability.

Any infringements of a person's rights arising from behaviour towards another on the grounds of difference arising from gender, disability, ethnicity, political or religious belief, sexual orientation or age will be treated with the utmost seriousness and could result in that member being suspended from the club whilst a full investigation takes place and if found to be warranted, ultimately may result in their expulsion from the club. This does not preclude the injured party from taking any action she/he feels justified in doing so in order to address any 'loss' arising from harassment or discriminatory remarks or behaviour that served to cause offence or injury to the individual.



In recognition of the diverse group of people within the community CADSAC has nominated a Vulnerable Persons Officer (Pat Maughan) who has a full DBS check, to the committee, from within the club whose role it is to act in an advisory capacity on matters relating to people who may be in need of protection and to keep the club advised of any legislative or policy issues that may from time-to-time impact upon functioning of the club.

Policy Last Updated: October 2023

