

## Escape Surf School Equality & Diversity Policy

### Statement

This document sets out Escape Surf Schools policy on equality and diversity for staff and those who use/experience our services. The aim of the policy is to ensure that all employees, potential employees, volunteers, and consumers are treated in a fair and equitable manner regardless of their age, disability, marital status, family responsibility, race, colour, ethnic background, nationality, religion or belief, gender, gender identity or sexual orientation.

We value the differences, needs and contributions a diverse workforce and client base represents. We are committed to building a client base and a programme of activities that reflects the diversity of our consumers and the communities that we serve.

We will implement this policy by ensuring equality of opportunity for all staff or clients to use our services as a basic right and will take such action as far as is reasonably practicable and may be deemed lawful, appropriate and necessary to ensure that all staff and clients enjoy equality of opportunity.

### Equal Opportunities Policy

Escape Surf School will comply with the requirements of the existing legislation (as amended): the Race Relations Act 1976; the Sex Discrimination Act 1975; the Equal Pay Act 1970, the Disability Discrimination Act 1995 and the Equality Acts 2006, 2010 and 2012.

It is the Escape Surf School policy to treat job applicants and employees in the same manner, regardless of their sex, sexual orientation, age, race, ethnic origin or disability, nationality, ethnic or national origin, religion or religious belief, pregnancy, gender reassignment, trade union membership or offence history less favourably than others.

Escape Surf School will ensure that no member of staff receive less favourable treatment than another on grounds of age, disability, ethnic origin, marital or

Further, the organisation will monitor the composition of the workforce and introduce positive action if it appears that this policy is not fully effective.

### Clients

The nature and range of the activity provided by Escape Surf school mean that some will be challenging and difficult to enable for some potential clients. Notwithstanding this we aim to make our services accessible to as wide a range of clients as possible and in order to achieve this will take steps to remove barriers which prevent potential audience, participants, clients or users from having equal access to the organisation's activities.