



## EQUAL OPPORTUNITIES POLICY

Cressey's Surf Academy considers it a fundamental responsibility to exercise equality of opportunity in all areas of its activities. We recognise that there is injustice and inequality in society, which prevents certain groups and individuals from exercising their full rights and entitlements. In order to redress this imbalance of opportunity and to make a progress towards a more just society Cressey's Surf Academy needs a statement of opportunity, and a policy for guidance.

Cressey's Surf Academy has a fundamental aim to provide professional, accessible and sustainable surfing experiences for people of all ages, levels and backgrounds. This aim must be guided by adherence to equality of opportunity.

There is also a framework of legislation which must be adhered to: Sex Discrimination Act 1975, Race Relations Act 1976, Disabled Persons (Employment) Acts 1944 and 1958, and the Disability Discrimination Act 1995. In this respect we recognise that the relevant Acts provide only a minimal level of protection; we also recognise the current inadequacy of legislation relating to people with disabilities.

Equal Opportunities policy and practice are a means of making the most effective use of human resources, and demonstrating a commitment to provide the same opportunities for all, actively seeking to remove any barriers that may prevent this.

### What it means

Cressey's Surf Academy will provide the necessary encouragement and guidance to all staff, customers and everyone that it works with so that they are able to:

- take practical steps to translate the policy into practice
- monitor and review the policy and its implementation on an annual basis
- enforce the policy through disciplinary and grievance procedures where necessary

Cressey's Surf Academy recognises that putting an Equal Opportunities policy into practice has implications for the allocation of resources and training, and is committed to continuing professional development of all staff within this area.

### Accessibility

Please use our Booking Form to make us aware of any known support needs, allergies or other health conditions so we can ensure we have made appropriate arrangements to support you during your time with us where possible. If required, we will advise on any available assistance available on Public Transport for people with support needs, to assist with their outward and return journey to/from the location of our surf session.

People with physical disabilities will be taken only to the most accessible beach we can find locally; and the Staff/Customer ratio would be higher in this instance. If you are unsure about your ability to partake in a surf coaching session, or have any queries please do not hesitate to contact us in advance of booking for an informal discussion, where we will do our best to meet your needs.

Our Staff will ensure clear diction is used for those individuals with impaired hearing, who can lip read, and who have notified us at the time of booking. Guide dogs and Hearing dogs are welcome.

We are also pleased to offer one free place on any surf coaching course for anyone who requires a companion to provide them with extra support during their lesson. Please notify us when booking if you would like to make use of this offer.

Where possible we will offer our services for free or reduced rates to engage with charitable projects and provide surfing opportunities for those disadvantaged within society.

### **Marketing and Promotion**

In particular, as regards our website, upon request we are able to offer a large text format which can be downloaded in pdf format. We are also happy for customers to call us and we will verbally go through the content of our website.

Most company literature can be printed in larger font on request for those with impaired sight.

### **Employment Practice**

Cressey's Surf Academy is opposed to discrimination on any grounds and recognises the need to take positive action to eliminate discrimination and disadvantage. Where staff are employed, selection criteria and procedure will be kept under review to ensure that individuals are selected and treated on the basis of their relevant merits and abilities.

We will take every practical step to ensure that:

- no job applicant or employee shall receive less favourable treatment on the grounds of gender, race, colour, nationality, ethnic or national origins, marital status, disability, sexual orientation, age, care of dependants, political or religious belief, class or education
- when employment decisions are made, the only personal characteristics taken into account are those which, as well as being consistent with relevant legislation, are necessary for the requirements and proper performance of work involved
- when employment decisions are made about individuals, the decision is based solely on an assessment of the capability and suitability of that individual, and not on any generalised concepts about the characteristics of categories or groups of people.

Cressey's Surf Academy will attempt to meet the individual needs and access requirements of employees as far as possible within the terms and conditions of their employment and company resources.