



Big Green Adventures Ltd

Equality & Access Policy

1. EQUAL OPPORTUNITIES STATEMENT

Big Green Adventures Ltd (BGA) is committed to providing equal opportunities and access to our services for staff, clients 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 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 BGA was founded in 2011 (as Big Green Surf School) we have been privileged to work with 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, as well as our incredible clients, by ensuring they act in accordance with this and our other policies.

BGA 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

BGA 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 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

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3. BGA MANAGEMENT

We will aim to ensure that our management team is fairly appointed and representative of the business as a whole. BGA Director, 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

BGA (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.

Given the physical and often demanding nature of the activities that BGA provides, it will sometimes be inevitable that there will be some physical requirements to some roles within the business. Wherever feasibly possible, BGA will make reasonable adjustments to operating procedure to accommodate a wide range of staff. Where this is not possible, alternative roles for affected staff members will be considered and offered where applicable.

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 BGA provides, it is sometimes inevitable that some clients and potential clients may find them challenging and potentially prohibitive. Irrespective of this, BGA 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. We will consult and work with industry specialists in order to make such adjustments 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.

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- 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 BGA.
- 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.