

# THE ROYAL LIFE SAVING SOCIETY

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<b>POLICY NO:</b>	<b>RLSS006</b>
<b>POLICY:</b>	<b>EQUAL OPPORTUNITIES &amp; DIVERSITY POLICY</b>
<b>ORIGINAL POLICY:</b>	<b>December 2010</b>
<b>LAST REVIEW DATE:</b>	<b>19 September 2018</b>
<b>REVIEW DATE:</b>	<b>December 2020</b>

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## 1. INTRODUCTION AND PURPOSE

The Royal Life Saving Society's (RLSS) values establish the promotion of equality of opportunity at the centre of all our activities. We believe that everyone should be valued and supported, both as individuals and as members of the community.

In society generally and in all organisations' activities, there are many different forms of discrimination (whether intentional, unintentional, or otherwise), which affect vulnerable sections of our community. RLSS is committed to eliminating prejudice, discrimination and harassment against any employee, member, individual or group on the grounds of age, class, religion or belief, gender, disability, race (ethnic or national origin) or sexual orientation.

RLSS is committed to encourage, value and manage diversity in its employment (employees and volunteers) practices in the work it undertakes and in the provision of all its services. Our aim is that our workforce both paid and volunteer will truly represent all sections of society and that our employees and volunteers feel respected and able to give their best.

The aim of RLSS's equal opportunities and diversity policy is to promote an environment in which all individuals are treated with respect and dignity, i.e. "Each individual has the right to participate in an equitable environment which is free of discriminatory practices."

## 2. DEFINITIONS

**Diversity** means the condition of having or being composed of differing elements: variety; especially the inclusion of different types of people (such as people of different races or cultures).

**Equity** means the quality of being fair and impartial.

## 3. SCOPE AND CONTEXT

This policy covers the RLSS Commonwealth Headquarters, RLSS Events, RLSS project and initiatives and may provide guidance to RLSS Member Branches in developing their own national policies.

This policy is to be read in conjunction with the following RLSS policies.



- RLSS007 Grievance Policy
- RLSS008 Safeguarding Policy for Adults and Children at Risk
- RLSS009 Anti-Harassment Policy
- RLSS016 Volunteer Management Policy
- RLSS018 Complaints Handling Policy
- RLSS021 Employee Recruitment and Remuneration Policy
- RLSS022 Privacy and Data Protection Policy.

#### 4. PRINCIPLES

1. RLSS is charged with the responsibility of promoting equal opportunities and diversity in every facet of its work.
2. RLSS will ensure that all governance and operational decisions have regard to the equality, diversity and fair representation of its members
3. RLSS will ensure that all activities and events organized by RLSS, including the RLSS Festival of Lifesaving and Commonwealth Lifesaving Championships will be open and accessible to all members of the RLSS community
4. RLSS will ensure that there is equal employment opportunity in the recruitment and development of its employees.

#### 5. IMPLEMENTATION

##### 1. RLSS Board of Trustees, Committees and Working Groups

All RLSS Committees and Working Groups have adopted a diversity principle that requires each committee and working group to be representative of youth, gender and culture.

The RLSS Board of Trustees (Commonwealth Management Committee), is specifically required to have at least one youth<sup>1</sup> committee member, at least two members of each gender as committee members, and is represented culturally through regionally elected committee members.

##### 2. RLSS Festival of Lifesaving and the Commonwealth Lifesaving Championships

RLSS promotes equality and diversity in all aspects of the Festival of Lifesaving and the Commonwealth Lifesaving Championships.

###### *Culture and Ethnicity*

All countries recognised by the Commonwealth Games Federation, regardless of membership to RLSS are eligible to send an athlete or a team of athletes to compete in the RLSS Festival of Lifesaving and Commonwealth Lifesaving Championships.

###### *Gender*

At the RLSS Festival of Lifesaving and Commonwealth Lifesaving Championships there is an equal balance of gender in all facets of competition. All pool events are conducted in both male and female categories.

If prize money is paid to participants, the amounts must be equitable between male and female competitors.

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<sup>1</sup> The Commonwealth Secretariat defines youth as any person below the age of 30.



### *Disability*

RLSS is developing appropriate policy and competition formats for the inclusion of athletes with disabilities.

### **3. RLSS Employee Recruitment and Staff Development**

RLSS will use the principles of Equal Employment Opportunity (EEO) to ensure fair outcomes in all areas of employment including:

- Recruitment
- Training and Development
- Promotion
- Transfer
- Access to information
- Supervision and management of staff
- Conditions of employment

Further information can be found in RLSS021 Employee Recruitment and Remuneration Policy.

### **4. Other RLSS Events, Projects and Initiatives**

As part of its commitment to promoting social equality and justice, RLSS undertakes to ensure that its events, project and initiatives are available and accessible to individual and groups from all sections of the community are designed to meet their needs. Anti-Discrimination services and practices, for example interpretation, provision of appropriate food and facilities and provision for other specialist support, will be undertaken as appropriate.

### **5. Complaints Procedure**

RLSS is committed to investigating any grievance or complaint which is raised by an employee, volunteer, member or individual. Anyone or any group who feels they have been unfairly treated within the scope of this policy should raise their grievance or report the alleged act to RLSS Commonwealth Headquarters or a member of the RLSS Board of Trustees in accordance with the RLSS Grievance Policy (RLSS007).

## **6. ACCESS TO POLICY**

This policy will be available for viewing by any person on RLSS's website or a copy will be sent upon request.

## **7. FURTHER INFORMATION**

For further information on this Policy, please contact:

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**Attention: Deputy Commonwealth President**

