

National Sea Rescue Institute of South Africa “NPC”

Registration No 1967/013618/08

“the Institute”

Transformation in the NSRI

Approved: 2016

Reviewed: July 2018



TRANSFORMATION WITHIN THE NATIONAL SEA RESCUE INSTITUTE OF SOUTH AFRICA

1. INTRODUCTION

South Africa is an abnormal society as a result of the Political Policy of Apartheid reflected by the very obvious division and distribution of people of different races, cultures and languages.

The events of the 90's have resulted in the establishment of a democratic state, a new constitution and a change in leadership but the fundamental transformation of society reflecting integration across race, gender, language, economic class, sexual persuasion and culture suffers a practical paralysis.

Broad social transformation requires a whole society approach where each microcosm of society expressed through a club, association, organization or business practically expresses the objects of the Constitution of South Africa so as to;

- Heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights;
- Lay the foundations for a democratic and open society in which government is based on the will of the people and every citizen is equally protected by law;
- Improve the quality of life of all citizens and free the potential of each person; and
- Build a united and democratic South Africa able to take its rightful place as a sovereign state in the family of nations

The values on which the State is founded in the constitution include;

- Human dignity, the achievement of equality and the advancement of human rights and freedoms
- Non-racialism and non-sexism

The external drive for transformation is therefore founded in the Constitution to 'heal divisions of the past' and constitutes a legislative imperative which requires practical expression internally within each microstructure of society.

The NSRI recognizes this imperative and the moral obligation to play its part in the normalization of South African Society through internal transformation of the organization conscious of its mandate and duty to provide quality rescue services.

2. PRINCIPLES OF TRANSFORMATION

2.1 Diversity

The NSRI recognizes that the presence of a diverse range of experiences, perspectives, cultures, religions and languages balances the organization improving understanding, tolerance, communication, reasoning and empathy towards internal and external clients.

2.2. Redress

The NSRI recognizes past inequity and seeks to ensure inclusivity, participation and contribution by all people.

2.3. Non-Racialism

The NSRI strives to be part of a non-racial, non-discriminatory society.

2.4 Transparency and Fairness

The NSRI will adopt fair and transparent procedures in its recruitment, development and management of and service to people.

3. THE NSRI TRANSFORMATION AGENDA

3.1. Discourse

The NSRI will initiate and maintain open conversation with and between its members and society in order to create the understanding, climate and opportunity for meaningful transformation.

3.2 Organizational Climate

We will create a people environment that is receptive to creating a positive attitude to diversity of views and opinions that result in robust debate while valuing difference and diversity towards overcoming stereotypes.

Trainees, crew, donors, casualties and the general public must feel welcome, respected and valued in their relationship with NSRI.

The NSRI should be an inclusive organization that is 'owned' by its donors, volunteers, staff and community. The NSRI must be experienced by all as inclusive and supportive.

A transformed NSRI will be one where we no longer hold stereotypical views of others based on race, gender or disability.

We recognize that transformation is a journey and that time is a necessary dimension to accommodate change.

3.3. Creating a Diverse Employee Profile

We will seek to create a diverse employee profile that mirrors society in order to provide quality service to a multicultural volunteer and client population.

To this end NSRI will publish an Employment Equity Plan which will by necessity include;

- Changing demographics
- Retention of staff in designated groups
- Monitoring and Evaluation
- Knowledge and Skill Development through training and mentoring

3.4. Creating a Diverse Volunteer Profile

We will seek to create a diverse volunteer profile that transcends race and embraces people founded on mutual respect for each other and the people we serve while delivering rescue and care at the highest level of quality.

Transformation of the volunteer core is developmental and will include;

- Creation of a youth Academy
- Outreach to communities
- Open days
- Creating a supportive learning environment
- Creating an inclusive operational environment

3.5. **Governance**

Transformation will be integral to organizational governance structures and be the responsibility of the HRM Committee as part of its mandate of Social Ethics.

4. **POLICY DEVELOPMENT**

In promoting transformation we have developed policies for;

- Racism and Discrimination
- Sexual harassment

5. **COMMUNITY INCLUSIVITY**

In promoting an environment that is inclusive, the NSRI must strengthen its relationships with communities previously excluded, through mechanisms of;

- Outreach
- Community Events
- Empowerment and upliftment of learners through the WaterWise Academy
- Mentoring Programs
- Social Responsiveness

6. **IMPLEMENTATION**

A culture of tolerance should be entrenched in our value system. Creating a welcoming environment begins at the point of recruitment and on-boarding.

Implementing the following guidelines can assist in achieving these ends:

- 6.1 Management, staff and volunteers should refrain from committing acts of discrimination.
- 6.2 All management, staff and volunteers have a role to play in contributing towards creating and maintaining a working environment in which discrimination is unacceptable. They should ensure that their standards of conduct do not cause offence and they should encourage acceptable behaviour on the part of others.
- 6.3 Management should attempt to ensure that persons such as donors, casualties, suppliers, prospective volunteers and others who have dealings with the organisation are not subjected to discrimination by the volunteers or staff.
- 6.4 Management should take appropriate action in accordance with this code where instances of discrimination occur in the working environment.