



# Stonehaven Mountaineering and Hillwalking Club

## Equality, Diversity and Inclusion Policy

Note: where possible, we are able to provide a copy of this policy in more accessible / different formats

Target audience: Members and potential members of Stonehaven Mountaineering and Hillwalking Club (SMHC)

Purpose: To set out SMHC's aims and commitments to equality, diversity and inclusion.

### 1. Equality Statement

We seek to encourage people and members to enjoy the benefits of walking, climbing and biking in Scotland. We believe that everyone has the right to be treated with dignity, fairness and respect, and that actively addressing the issues around equality, diversity and inclusion are vital to these objectives. We want our membership to be truly inclusive.

It is our policy to treat our members equally regardless of age, disability, gender reassignment, pregnancy or maternity, marriage and civil partnership, race, religion or belief, sex and/or sexual orientation ('Protected Characteristics') or socio – economic status.

### 2. Policy Statement

SMHC endorses the principle of equality. We strive to ensure that everyone who wishes to be involved in the activities of SMHC, whether as participants, members or office-bearers:

- Have genuine and equal opportunities to participate to the full extent of their own ambitions and abilities, without regard to their Protected Characteristics or socio- economic status; and
- Are assured of an environment in which their rights, dignity and individual worth are respected,

so they are able to enjoy their sport without the threat of discrimination, intimidation, victimisation, harassment or abuse.

### 3. Legal obligations

SMHC is committed to avoiding and eliminating discrimination of any kind in activities which we undertake. Under no circumstances will we condone unlawful discriminatory practices. We do not tolerate bullying or harassment.

Our commitment to equality goes further than simply complying with legislation. We will take positive steps to counteract the effects of physical or cultural barriers that restrict the opportunities for people to participate equally and fully in activities SMHC is involved in.

#### 3.1. What do we do to support our commitment to equality?

We will take these actions to implement this policy and promote equality, diversity, and inclusion:

- Publish this policy on our website.
- Ensure that the Committee will take overall responsibility for ensuring that this policy is embedded within the strategy and operations of SMHC at all levels and takes full account of this policy in arriving at all relevant decisions in relation to our activities.



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- Collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in activities in which we are the representative body and will take account of the findings in developing measures to promote and enhance equality in those activities.
- Actively discuss diversity issues in our publications and in our membership communications. e.g. we will consider how accessible our online communications and our website are.
- Ensure experience and insights from members are considered and contribute to a diversity of views to inform our member content, events and communications, strategy and activities e.g. through sharing member stories, magazine articles and social media projects.

### 3.2 How do our members support our commitment to equality?

SMHC will:

- Formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it.
- Take steps to ensure that the club committee and members behave in accordance with the policy, including where appropriate taking corrective action under the Club's constitution;.
- Ensure that access to membership is open and inclusive; and

It will be a condition of SMHC membership that individual members:

- Commit to act in accordance with this policy and:
- Support such measures and initiatives that SMHC may institute or take part in to advance the aims of this policy.

### 4. What are we doing to ensure this policy remains current and valued?

The SMHC will be responsible for ensuring this policy is followed and embedded at every level of the organisation.

### 5. Complaints and compliance

SMHC regards all forms of discriminatory behaviour and is concerned to ensure that people feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Complaints may be made against individual members, volunteers and Committee members.

Complaints may be made both formally and informally. Appropriate action will be taken against any member or volunteer who violates this policy.

### 6. When is this policy reviewed?

The Committee will review the policy itself at intervals of no less than three years.

Version	Author	Date	Reviewed / Approved
0.1 Draft	Roger Owen	May 2023	Reviewed – Karen Yarnold
1.0	Roger Owen		