



Ladies Scottish Climbing Club

Founded 1908

Equality Policy

As agreed at AGM Nov 2022

1 Introduction

1.1 The Ladies Scottish Climbing Club (hereinafter referred to as the “Club”) aims to comply with the Equalities Act (2010) by promoting the principles of the Act in all aspects of Club activities. Further, where it is appropriate and within its power to do so, the Club will seek to eliminate unfair discrimination, disadvantage and exclusion of women in mountaineering in Scotland.

1.2 The Equality Act (2010) applies to a wide variety of employers, organisations and clubs, and seeks to promote equality and fairness. Mountaineering Scotland believes that equality is defined by the terms fairness, justice, inclusion and respect for diversity. Equality means making sure that everyone has an equal chance to participate in and contribute to their chosen sport or recreation, and that no one is discriminated against unfairly for any reason, including – but not limited to – age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex and sexual orientation.

As an affiliate club of Mountaineering Scotland, the Ladies Scottish Climbing Club subscribes to the above definition.

1.2 Acknowledging that inequalities do exist in society, the Club will take positive action to overcome inequalities which affect individuals and groups with protected characteristics, with the aim of making necessary adjustments and removing barriers to participation in the Club wherever this is reasonably possible.

1.3 The Club recognises that achieving improvements in equality in Club activities may require the unequal allocation or redistribution of resources and entitlements in order to overcome previous inequalities or discrimination.

1.4 The Club is committed to promoting and achieving improvements in equality, and to ensuring that discrimination (intimidation, victimisation, harassment or abuse) and / or inappropriate language or behaviour, once identified, are eliminated. Discrimination on grounds such as those listed in paragraph 1.2 above will not be tolerated. Appendix A includes definitions of the terms used in this Policy.

2 Statement of intent

2.1 The Club is committed to equality through its Constitution, which states in [Section 11.2](#):

The Club believes that everyone has the right to be treated with dignity and respect. Equality, diversity and inclusion are vital to these objectives, as indicated in our Equality Policy.

2.2 An Equality, Diversity and Inclusion Plan will be presented regularly by the Equalities Working Group to the Main Committee (hereinafter referred to as the “Committee”) who will seek approval at

the Annual General Meeting. The Equality, Diversity and Inclusion Plan embeds aims, actions and targets relating to equality in all the club's strategic and operational plans. These commit Club officials and members to the implementation of initiatives which will achieve targets and agreed actions.

2.3 The Club has established an Equality Working Group whose terms of reference are on the Club website. To summarise:

The Group will examine Club practices through the lens of Equality, and to bring recommendations for specific action to the Committee, by:

- Examining the Equality Act (2010) and understanding the Club's legal obligations;
- Undertaking a Membership Equality audit in regard to the 9 protected characteristics, to better inform planning and devise equality targets;
- Making an assessment of any existing equalities issues in relation to the Club's activities and assets;
- Devising an Equality, Diversity and Inclusion Plan for the Club, for presentation at an Annual General Meeting;
- Considering effective communication concerning the Club's commitment to equality with the membership and potential members;
- Liaising with Mountaineering Scotland's Equality Working Group, and other clubs and partners, to devise meaningful and sustainable activities and outcomes around Equality in mountaineering for women in Scotland and abroad.

2.3 The Committee will ensure that the Club's commitment to equality is given due regard in the development of all its policies, programmes and activities.

2.4 The Committee, will address any form of discrimination, harassment or abuse that occurs within the Club, defined as the members, Committee members, volunteers, mountaineering instructors, and any others involved with the Club's activities and the behaviour described (but not limited to) Appendix A.

2.5 The Club will ensure that individuals feel able to raise any bona fide grievance or complaint related to such discrimination of behaviour without fear of being penalised for doing so. Any resultant investigation will be conducted impartially, confidentially, and without avoidable delay-

2.6 The Club will comply with its legislative obligations to eliminate discrimination and will ensure that it will fully inform itself of new developments in terms of anti-discrimination and equalities legislation.

3 Scope

3.1 This Equality Policy is an essential requirement for all Club members (including office bearers, committee members, sub-committee members, club officials, full members, graduating members) as well as prospectives, guests, volunteers and guides, when involved with club activities. The Policy will act as a guiding principle for all events and activities organised by the Club for the benefit of its members and prospectives.

4 Club commitments

4.1 Accountability for equality: the Club's Committee will ensure that the commitment to, and responsibility for equality is placed at the highest levels in the Club. The Committee is responsible and accountable for equality within the club. An office bearer shall be nominated from the Committee to

oversee the implementation and operation of the Policy and Equality Working Group. The Policy will be reviewed at intervals of no more than three years or when necessary due to changes in legislation.

4.2 Time and Resources: The Committee shall ensure that all members (as at 3.1) are aware of this Policy and that practical guidelines are developed by the Equality Working Group to ensure its implementation by the Committee, Sub-Committees, Working Groups, and members.

4.3 Training and Development: The Club is committed to its members and prospectives having a good understanding of the principles of equality. As such, the Committee will ensure that members and prospectives receive relevant information relating to equality, including examples of good practice, its impact on participation in Club activities, and the progress made by the Club in achieving its commitment to equality and related objectives.

4.4 Policies and Programmes: The Committee will ensure that equality is considered when developing new policies, plans, programmes, facilities, resources or initiatives. The Club will take account of the need to resource this Equality Policy.

4.5 The Committee, through the Equality Working Group and assessment of committee reports, will review the equality impact of Club activities through a standing agenda item at each Committee meeting.

4.6 Partnership Working: The Club will liaise with Mountaineering Scotland and its affiliated clubs with the aim of developing a consistent approach and standards in relation to equality in mountaineering, and to share good practice in this area. The Club will develop relationships with partner organisations and groups to enable it to understand the barriers to participation and encourage and support individual women who might otherwise be excluded from mountaineering.

4.7 Communication and Access to Information: The Committee will ensure that this Policy and the Club's commitment to equality are communicated to all members and potential members, through the Club website, newsletters, Annual General Meetings and other communications. The Committee is responsible for ensuring that all office bearers, committee members, sub-committee members, officials, members and applicants for membership read and agree to this Policy as part of their induction procedure,

4.8 The Club will give due regard to equality when publishing documents and images, and will strive to ensure that positive images are used to reflect the demographics of Scottish society. The Club will give due regard to equality and accessibility when publishing information on the website. The Committee will consider, where financially viable, that publications can be made available in accessible formats and languages. The President with website manager will ensure that this Policy and any revisions will be made available on the Club website.

5 Status and review

This policy is in force from 20 November 2022 and shall be reviewed at least every three years.

Appendix A: Definition of terms

UK Equality Legislation

The Equality Act 2010 replaced all previous anti-discrimination laws with a single Act. It simplified the law, removing inconsistencies and making the law easier for people to understand and comply with. It also strengthened the law in important ways to help tackle discrimination and inequality.

The Equality Act 2010

- The Act has brought together, for the first time, all the legal requirements on equality that the private, public and voluntary sectors need to follow.
- It affects equality law at work and in delivering all sorts of services and running businesses organisations and clubs.
- It replaces all the existing equality law including:
 - The Equal Pay Act 1970
 - The Sex Discrimination Act 1975
 - The Race Relations Act 1976
 - The Disability Discrimination Act 1995
- Most of the new law is based on current legislation which has been streamlined but there are some important differences.
- It protects people from discrimination on the basis of certain characteristics. These are known as 'protected characteristics' and they vary slightly according to whether a person is at work or using a service.
- Protected characteristics are - age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion and belief, sex, sexual orientation.
- This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.
- All employers and service providers have a responsibility under the law to treat their employees and service users fairly.
- You are a service provider if you provide goods, facilities or services to the general public or section of it, regardless of whether these are free or paid for.

If you are an employer, the law generally still applies to you even if your workers are temporary, do not have written contracts of employment or are recruited to other positions such as trainees, apprentices or business partners

Discrimination

Direct Discrimination

- Where an individual or a group of people is treated less favourably than others in circumstances which are the same or not materially different. An example would be stating that only men can apply for the position of Chair in an organisation. This would constitute direct discrimination on the grounds of gender.

Indirect Discrimination

- Imposing requirements or conditions which appear to apply equally to all, but which in practice can be met only by certain sections of the population. Such requirements or conditions are lawful only if they can be genuinely justified in relation to the situation in question (i.e. if there is a Genuine Occupational Requirement for an individual to be from a particular group in society). An example of indirect discrimination would be imposing a requirement upon all team players to wear a particular type of clothing as part of their uniform, which may indirectly preclude some people from being able to take part, on the grounds of their religious belief.

Discrimination arising from disability

- When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Diversity

- Encouraging diversity means respecting and embracing individual and community differences in society.

Equality

- In its simplest sense, equality means fairness. It is the process of allocating or reallocating resources and entitlements fairly and without discrimination, and taking steps to redress any existing inequalities or unfairness in how resources or entitlements are currently distributed. Equality in sport means applying the principles of fairness to ensure that the diverse needs of individuals in Scottish society are respected, so that all individuals have equal opportunities to participate in sport and physical recreation and have their rights protected

Ethics

- The systematic application of a set of moral rules, principles, values and norms.

Harassment

- A course of action, or form of behaviour that causes repeated or persistent offence to a person or group.

Positive action

- Positive action means taking into account that a particular group has experienced disadvantage and so targeted action is needed to support / enable the disadvantaged group and to redress an existing inequality. This may require additional effort, time or resources to be targeted at a particular group in order to achieve equality. This is NOT positive discrimination, which is not legal in the UK. Positive action can only be carried out within the bounds of the appropriate legislation. An example of positive action would be advertising a post in media particularly aimed at women if there is clear evidence that women are under-represented in a particular role or level in that organisation.

Positive Discrimination

- Positive discrimination is not lawful in the UK. An example of positive discrimination would be appointing a person purely on the grounds of his or her race or gender, rather than on that person's ability to do the job in question (unless a Genuine Occupational Requirement applies to the post).

Victimisation

- Victimisation is defined as when someone is treated oppressively in revenge, and as such is subjected to suffering or ill treatment. If a person is subjected to ill treatment as a result of raising a grievance following discrimination, this would be victimisation.

Bullying

- Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.