

# LADIES SCOTTISH CLIMBING CLUB

## Equality Policy (2024)

The Ladies Scottish Climbing Club is a private members' club whose membership is restricted to women; guests' and volunteers' access to the Club is not restricted.

### Policy statement

*"The Ladies Scottish Climbing Club endorses the principle of equality as set out in the Equality Act 2010 (the "Act"). We strive to ensure that everyone who wishes to be involved in Club activities have the following:*

*Genuine and equal opportunities to participate to the full extent of their own ambitions and abilities, without regard to their Protected Characteristics*

*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."*

To demonstrate commitment to equality:

1. The Club formally adopts the Equality Policy;
2. The Club ensures that access to membership is open, inclusive and the Constitution acknowledges the principles of the Equality Act 2010;
3. The Club has a Complaints Procedure to deal with complaints and disputes; and
4. The Club has a members' Code of Conduct.

The Equality Act 2010 places legal obligations on all clubs with over 25 members. Mountaineering Scotland notes that if this policy is not in place, Civil Liability Insurance may not be available to the club where a breach of the Act is raised against that club.

### Associated Documents

LSCC Code of Conduct  
LSCC Complaints Procedure