



Equality and Diversity Policy

Prepared by Policies and Procedures Subcommittee

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To be reviewed 24 June 2009



OutdoorLads.com

Out and about in the UK

A large print version of this document is available

1 GENERAL

- 1.1 OutdoorLads is committed to providing a supportive and inclusive culture for its Members and recognises the positive value of diversity, the promotion of equality and fairness, and will challenge discrimination.
- 1.2 OutdoorLads recognises that people face disadvantage and discrimination for a variety of reasons and will ensure that membership is available to everyone who meets the membership criteria, regardless of income level, geographic location within the UK, race, ethnicity, disability, mental health, age, religion or nationality.
- 1.3 The group recognises that gay and bisexual men and members of the transgendered and transsexual communities may face discrimination and disadvantage.
- 1.4 OutdoorLads is established to offer gay and bisexual men and members of the transgendered and transsexual communities a safe and friendly environment to participate in a wide range of outdoor leisure activities and pursuits.
- 1.5 OutdoorLads will ensure that membership is available to all who are in agreement with the aims of OutdoorLads.
- 1.6 OutdoorLads will seek to ensure that all Members have a genuine and equal opportunity to participate in all outdoor pursuits, at all levels and in all roles and will aim to offer activities at various levels of experience and fitness whenever possible.

2 RESPONSIBILITIES OF MEMBERS

- 2.1 Members can expect to be treated fairly, with dignity and respect, and without discrimination, in an environment where inappropriate behaviour is not acceptable.
- 2.2 All Members have a responsibility to apply the Equality and Diversity Policy and ensure that they do not discriminate against or harass other Members or third parties at any time on an Event or during the course of their membership (see General Conduct Policy).
- 2.3 Any Member who is found to have committed an unlawful act of discrimination or harassment may be subject to the sanctions process as set down in the Sanctions and Suspensions Policy.
- 2.4 Where a Member believes that they have been the subject of discrimination by another Member, or a third party, they should follow the Complaints Policy.

3 DISABILITY

- 3.1 OutdoorLads recognises that, given the nature of many outdoor activities and locations, disability may affect a Member's opportunity to fully access the events made available by the group.
- 3.2 Individuals who are restricted on the number of events they are able to attend due to a registered disability are entitled to apply to the General Committee for a reduced membership fee. Guidance on eligibility for reduced membership rates and the reduced rate will be issued by the General Committee.

4 IMPLEMENTATION AND MONITORING OF EQUAL OPPORTUNITIES AND DIVERSITY ISSUES

- 4.1 The General Committee of OutdoorLads will ensure that at least once every 18 months they will monitor the membership of OutdoorLads to identify where membership from a particular group is underrepresented.
- 4.2 The General Committee will also monitor those Members who take on a specific role within the group to ensure that opportunities to carry out these roles are available to members from all backgrounds. These reviews will focus specifically on geographic location, ethnicity, age and disability and any other factors which the General Committee feel appropriate at the time.
- 4.3 The General Committee will then produce an action plan outlining how it will seek to redress any underrepresentation in membership, which will include:
 - 4.3a a review of any complaints made about equal opportunities or diversity issues in the period since the last action plan was prepared;
 - 4.3b ensuring, where practical, targeted promotion of OutdoorLads;
 - 4.3c reviewing any practices which may have affected membership from specific groups.
- 4.4 The General Committee will be responsible for ensuring that its legal requirements under Equalities Legislation are met.