

ASHC Equality, Diversity and Inclusion Policy

The Aberdeen and Shire Hillwalking Club welcomes everyone who loves the hills to become members and we expect everyone to treat each other with dignity, fairness and respect. This expectation also applies to guests at club events.

The Equality Act (2010) states that private clubs, and associations of over 25 members have a legal responsibility to ensure that members, associates, and guests are treated equally and do not experience any form of discrimination, harassment, or victimisation, because of a protected characteristic. Discrimination could be direct or indirect; it is sometimes subtle.

Protected characteristics are defined as age, sex, disability, gender reassignment, pregnancy and maternity, marriage or civil partnership, race, religion or belief and sexual orientation.

If a member or guest is observed not following these principles then the first step would be to ask a Committee member to speak to the member or guest. If this does not work, then the next step would be to escalate the action by initiating the Club's Natural Justice Procedure. The preference is to resolve the issue informally.

The Club Committee will discuss ED&I issues annually and report any issues at the AGM.

1 February 2024.