



Summit Independence

Equality Policy

Table of Contents Summit Independence Equality Policy

Table of Contents

1. Introduction.....	3
2. Purpose of the Policy.....	3
3. Statement of Commitment.....	3
4. Actions.....	3
5. Legal Requirements	3
UK Legislation:	3
6. Complaints and implementation	4
Implementation.....	4
7. Appendix 1 - Key Definitions.....	4
7.1. Equity is fairness.....	4
7.2. Equality is “the state of being equal”	4
7.3. Equal Opportunity	4
7.4. Direct Discrimination	4

7.5. Indirect Discrimination4
7.6. Harassment4
7.7. Victimisation.....5

Summit Independence Equality Policy

1. Introduction

Summit Independence is a hill walking, mountaineering, navigation and rock climbing Sole Trader company run by Dr Sam Lamont.

2. Purpose of the Policy

Summit Independence recognises that certain sections of the community have been affected by past discrimination and may have been, or may still be, denied the opportunity to participate equally and fully in the sport of mountaineering at all levels.

Summit Independence has adopted this policy to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against anyone attending our courses.

3. Statement of Commitment

Summit Independence is fully committed to the principles of equality and is responsible for ensuring that no client receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, marital or civil partnership status, caring responsibilities, pregnancy, religion/belief, class or social background, or sexual preference.

4. Actions

Summit Independence will review this policy on a tri-annual basis and alter it to ensure it still meets the Purpose of the Policy..

5. Legal Requirements

Summit Independence is required by law not to discriminate against its current, or potential, employees and is committed to abide by its legal obligations under the following:

UK Legislation:

Equal Pay Act 1970/1984

Rehabilitation of Offenders Act 1974

Sex Discrimination Act 1975 & Sex Discrimination (Gender Reassignment) Regulations 1999 (Amendment 2008)

Disability Discrimination Act 1995 (as amended in 2005)

Protection from Harassment Act 1997

Human Rights Act 1998

Children Act 2004

Employment Equality (Sexual Orientation) Regulations 2003

Employment Equality (Religion and Belief) Regulations 2003

Gender Recognition Act 2004

Civil Partnership Act 2004

Employment Equality (Age) Regulations 2006

Equality Act 2006

The Equality Act (Sexual Orientation) Regulations 2007

Equality Act 2010

Any later amendments to the above Acts or regulations and future Acts or regulations that is relevant to Summit Independence.

6. Complaints and implementation

Mountaineering Ireland are opposed to all forms of unlawful and unfair discrimination.

Mountaineering Ireland regards discrimination, harassment, bullying, victimisation, intimidation or abuse as serious misconduct. Any allegation that a member has discriminated against, harassed, bullied, victimised, intimidated or abused any other person will be dealt with in accordance with Mountaineering Ireland's Complaints Policies and Procedures. Any allegation that an employee has discriminated against, harassed, bullied, victimised, intimidated or abused any other person will be dealt with in accordance with Mountaineering Ireland's disciplinary processes.

Implementation

The implementation of the equality policy will be monitored by the CEO. The newly revised policy will be communicated in the following ways:

- A copy of this document will be communicated to all staff (both permanent and contract) of Summit Independence.
- It will be covered in all staff and volunteer induction training.
- It will be available as a download on the Summit Independence Web site.
- Summit Independence will make sure all partners understand the commitment to equality, via this policy.
- A mechanism will be put in place to allow all staff, members and partners to be part of the consultation process when reviewing this equality policy.

7. Appendix 1 - Key Definitions

7.1. Equity is fairness

All people are respected and treated without discrimination and there is access and equality of opportunity for all. To achieve equity, it is important to understand that people's needs differ, and that unequal effort or distribution of resources might be required in order to offer equality of opportunity or access.

7.2. Equality is "the state of being equal"

To achieve equality, an organisation should ensure members from all community groups are offered the same opportunities.

7.3. Equal Opportunity

The prevention, elimination or regulation of discrimination between people because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, religious or political beliefs.

7.4. Direct Discrimination

This means treating someone less favourably than you would treat others in the same circumstances.

7.5. Indirect Discrimination

This occurs when a requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified.

7.6. Harassment

Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their

gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic.

7.7. Victimisation

Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against Summit Independence under one of the relevant Acts/regulations.

Dr Sam Lamont, trading as Summit Independence 3rd September 2021