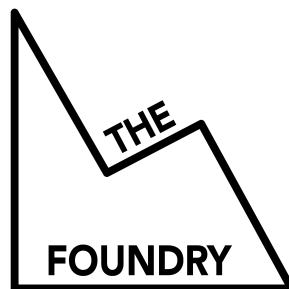


Equal Opportunities Policy

The Foundry Mountaineering Club C.I.C Ltd

Foundry Climbing Coaching Ltd

Updated 03.2022 (KB)



1. Aim

1.1. Our aim is to provide appropriate challenging climbing opportunities for all.

2. Introduction

2.1. The Foundry Mountaineering Club C.I.C (“**FMC**”) is committed to operate in a way that does not discriminate on grounds of age, sex, race, disability, religion or belief, sexual orientation or pregnancy/maternity.

3. Staff

3.1. Staff are selected for their combination of experience, qualifications, climbing and interpersonal skills and enthusiasm.

3.2. FMC selects the most appropriate staff for the role.

3.3. FMC aims to create a working environment free of bullying, harassment, victimisation and unlawful discrimination

3.4. All FMC staff understand they, as well as FMC can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3.5. FMC will review periodically or whenever an issue is raised, the equal opportunities policy and adjust them to best suit the staff and other FMC users and its members.

4. Climbers

4.1. FMC welcomes members and groups indiscriminately. We endeavour to provide a friendly, safe and well managed climbing environment for all. We are committed to improving the facility for use by disabled persons and groups within our respective monetary capacity.

4.2. FMC will:

4.2.1. Adopt a planned approach to eliminating barriers that discriminate against particular groups.

4.2.2. Give clear guidance when necessary to individuals working within FMC as employees or volunteers, on the commitment to equal opportunities.

4.2.3. Recognise its legal obligations under: The Race Relations Act 1976, The Sex Discrimination Acts 1975, 1986 and 1999, The Equal Pay Act 1970 and the Disability Discrimination Act 1995 and the Equality Act 2010.