



Equality, Inclusion & Diversity Policy

We are dedicated to encouraging an equal, diverse, supportive and inclusive culture in our organisation.

We aim to eliminate unlawful discrimination and promote diversity, equality and inclusion throughout the whole organisation and all that we are in contact with.

We want our organisation to be representative of all sections of society. We will achieve this through equal opportunities given to all.

Our policy's purpose

This policy reinforces our commitment to equality, inclusion, diversity and fairness throughout our organisation. Our commitment to all, is that we will not provide less favourable treatment on the grounds of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Our commitments

The organisation commits to:

1. Encourage equality, diversity, and inclusion in the organisation.
2. Take a zero-tolerance stance on bullying, harassment, victimisation, and unlawful discrimination. This includes promoting dignity and respect for all, taking seriously complaints of unfavourable treatment, and disciplining those that breach this policy.
3. Regularly review practices and procedures to ensure fairness, update them where necessary to take account of changes in the law.
4. Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality,
5. To encourage all to speak up if they feel they have been subject to discrimination.
6. To encourage everyone to treat all with dignity and respect.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by all connected to Cairngorm Confidence Outdoors CIC.

We will monitor and review this policy annually to ensure that our ongoing mission to provide an equal, inclusive and diverse organisation is fulfilled.

Any concerns relating to this policy must be reported immediately to:

Sarah Rathbone

info@cairngormconfidenceoutdoors.co.uk

07814 991098

Signed: Sarah Rathbone

Role: Senior Director

Date: 08/01/2023