

Equal Opportunities Policy



OnThisROC

BUILDING COMMUNITY
ON A FIRM FOUNDATION



June 2015

OnThisROC (OTR) aims to ensure that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in climbing, hill walking and mountaineering at all levels and in all roles.

That is, as a beginner, participant or performer, and as a coach, leader, instructor, official, manager, administrator or spectator. It is the aim of OTR to ensure that all present and potential members/employees of OTR receive fair treatment.

It is the aim of OTR to provide all its services in a way that is fair to everyone.

OnThisROC has an ongoing commitment to treating people fairly. No participant, volunteer, job applicant, employee, individual, club, associate or honourable member will receive less favourable treatment on the grounds of gender, marital status, social class, colour, race, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

OnThisROC will:

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

b. Give clear guidance to individuals working within OTR as employees or volunteers, on the commitment to equal opportunities.

c. Recognise its legal obligations under:

The Race Relations Act 1976

The Sex Discrimination Acts 1975, 1986 and 1999

The Equal Pay Act 1970

The Disability Discrimination Act 1995

d. Continuously monitor and review its selection criteria and procedures in relation to participation and employment, to ensure that all individuals are selected, promoted and treated solely on the basis of merits and abilities that are appropriate to the position.

e. Promote personal development for all participants, volunteers and employees, to support their progress within OTR and, where appropriate, provide specialised facilities, equipment and individual training.

f. Fulfil its social responsibility towards its participants, volunteers and employees and the community in which it operates, ensuring that appropriate support is given during times of personal difficulties.

Direct discrimination:

Direct discrimination is treating a person less favourably than others are or would be treated in the same or similar circumstances. This means treating someone less favourably than you would treat others in the same circumstances.

Indirect discrimination:

This occurs when a job requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it, and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those that, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

Harassment:

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

OnThisROC regards discrimination, harassment or bullying, as described above, as gross misconduct, and any employee of OTR, participant or volunteer who discriminates against any other person will be liable to appropriate action in OTR disciplinary procedures.

It is the aim of OnThisROC, in its relationships with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified. In pursuance of this policy, OnThisROC take special measures/positive action in favour of any group that is currently underrepresented in its membership, representative bodies or workforce.

In this it will take account of the:

Race Relations Act 1976,
Equal Pay Act 1970,
Sex Discrimination Acts 1975, 1986 and 1999,
Disability Discrimination Act 1995,
Rehabilitation of Offenders Act 1974
Human Rights Act October 2000.

In pursuance of this policy, the OnThisROC reserves the right to discipline any of its members/employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.

OnThisROC will monitor and evaluate this policy on an ongoing basis and inform the members/employees of its impact.

OTR Equal Opportunities Statement

"OnThisROC encourages its members to adopt a positive approach to equal opportunities and the elimination of discrimination. OTR values the support of all sections of the mountaineering community and welcomes the opportunity to assist all groups in its work to promote the interests of climbers, hill walkers and mountaineers."

All OTR representatives and staff, individual members and affiliated clubs take a positive approach to equal opportunities and strive to eliminate discrimination. Whenever possible in OTR publications images are used to reflect a wide and diverse membership. Whenever appropriate, OTR will use the statement to remind all concerned of OTR's commitment to equal opportunities.

Purpose of the equal opportunities policy

OTR recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in the sport at all levels. OTR will take steps to prevent discrimination or other unfair treatment of its employees, members or volunteers.