



Mountaineering Ireland

Equality Policy

Table of Contents

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1. Introduction.....	3
2. Purpose of the Policy	3
3. Statement of Commitment	3
4. Actions	3
5. Legal Requirements.....	3
5.1. ROI Legislation:.....	3
5.2. UK Legislation:	3
6. Responsibility and Communication	4
7. Complaints.....	4
8. Implementation	5
9. Monitoring and Evaluation.....	5
10. Further Information	5
11. Appendix 1 - Key Definitions.....	6
11.1. Equity is fairness.....	6
11.2. Equality is “the state of being equal”	6
11.3. Equal Opportunity	6
11.4. Direct Discrimination	6
11.5. Indirect Discrimination	6
11.6. Harassment	6
11.7. Victimisation.....	6

Mountaineering Ireland Equality Policy

1. Introduction

Mountaineering Ireland is the representative body for hillwalkers and climbers in Ireland.

2. Purpose of the Policy

Mountaineering Ireland 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.

Mountaineering Ireland has adopted this policy to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against employees and members in mountaineering disciplines.

Other Mountaineering Ireland policies, such as employment and recruitment and selection, will address equality and this policy will provide the overall framework for this to happen.

3. Statement of Commitment

Mountaineering Ireland is fully committed to the principles of equality and is responsible for ensuring that no job applicant or employee 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.

Mountaineering Ireland's equality vision is "to ensure that every person has access to job opportunities in Mountaineering Ireland".

To this end Mountaineering Ireland will endeavour to provide access to all those who wish to be actively involved in mountaineering and it will work closely with key partners to help influence other organisations to do the same within different aspects of the sport.

4. Actions

Mountaineering Ireland has produced and is maintaining an action plan to ensure the commitments made within this policy are delivered. It will be reviewed and updated on an annual basis.

5. Legal Requirements

Mountaineering Ireland 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:

5.1. ROI Legislation:

Employment Equality Act 1998

Equality Act 2004

Equal Status Acts 2000 and 2004

Maternity Protection Acts 1994 and 2004

Parental Leave Acts 1998 and 2006

Adoptive Leave Act 1995

5.2. 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 Mountaineering Ireland.

Mountaineering Ireland will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

6. Responsibility and Communication

The following responsibilities will apply:

The Board is publicly accountable for equity and will receive regular updates on implementation of the Equality Policy.

Mountaineering Ireland will ensure that it has a staff member responsible for coordinating work to embed Equality within the organisation. He/she will have overall responsibility for overseeing the delivery of the equity action plan and the overall progress and status of equality within Mountaineering Ireland. He/she will be responsible for reporting regularly to the Board.

The Mountaineering Ireland Board will identify a member to sponsor/champion equality at Board level. They will be responsible for advising the Equality Officer in areas such as policy development and the equality action plan. All employees and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

7. Complaints

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.

8. 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) and members of Mountaineering Ireland.
- It will be covered in all staff and volunteer induction training.
- All clubs will be made aware of the policy's existence and will be requested to adopt and implement the policy.
- It will be available as a download on the Mountaineering Ireland Web site.
- Mountaineering Ireland 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.

9. Monitoring and Evaluation

An annual monitoring report will be produced for the Board. This will be published internally and, where appropriate, externally, to show the impact of this policy.

10. Further Information

For further information on the Mountaineering Ireland Equality Policy, please contact Mountaineering Ireland's Equality Officer at Mountaineering Ireland, Irish Sport HQ, National Sports Campus, Blanchardstown, Dublin 15.

11. Appendix 1 - Key Definitions

11.1. 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.

11.2. Equality is “the state of being equal”

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

11.3. 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.

11.4. Direct Discrimination

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

11.5. 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.

11.6. 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.

11.7. Victimisation

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