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Equal Opportunities Policy

The Nottingham Climbing Company Ltd, (NCC) 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, and all other activities, arranged by the NCC, at our centre or by the NCC at external venues.

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

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

The NCC will:

- a. Adopt a planned approach to eliminating barriers that discriminate against particular groups.
- b. Give clear guidance to individuals working within the NCC as employees or volunteers, on the commitment to equal opportunities.
- c. Recognize 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 the NCC 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 is defined as:

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.

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

It is the aim of the Nottingham Climbing Company Ltd, 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, the NCC may take special measures/positive action in favour of any group that is currently under-represented 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 NCC 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.

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

The NCC Equal Opportunities Statement

As an organisation, affiliated to the national governing bodies promoting the interests of climbers, the NCC strives to ensure that:

"The NCC encourages its members to adopt a positive approach to equal opportunities and the elimination of discrimination."

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

Purpose of the equal opportunities policy

The NCC 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. The NCC will take steps to prevent discrimination or other unfair treatment of its employees, members or volunteers.