

## **Equity, Equality, Diversity & Inclusion Statement**

### **STATEMENT**

TeamWalking strives to encourage and enable people to enjoy wonderful walking days in the dales, hills and mountains (hill-walking) of the British Isles, whilst being treated with dignity, fairness and respect. We are actively considering and addressing the issues around equity, equality, diversity and inclusion in all that we do to further these objectives.

*Throughout this document, Equity, Equality, Diversity & Inclusion is abbreviated to EDI*

*TeamWalking will strive to...*

- act inclusively
- advocate the expression and sharing of diverse perspectives
- treat our self-employed Freelance Mountain Leaders, customers, clients and members of the public we interact with equity and equality regardless of age, disability, gender, pregnancy or maternity, marriage and civil partnership, race, religion or belief, sex and/or sexual orientation, or socioeconomic status/background.
- ensure that everyone who wishes to be involved in hill-walking have genuine and equal opportunities to participate to the full extent of their own ambitions and abilities and are assured of an environment in which their rights, dignity and individual worth are respected and valued, so they are able to enjoy hill-walking without the threat of discrimination, intimidation, victimisation, harassment or abuse.

*We will act upon, manage and monitor, by way of taking reasonable and appropriate steps, the following:*

- We will make reasonable and appropriate measures, adjustments and initiatives wherever possible, taking into account the activity and the individual, that enables access to and participation in hill-walking.
- We will take positive steps to counteract the effects of physical or cultural barriers that restrict the opportunities for people to participate with equity and equality in hill-walking.
- We will not tolerate discrimination, inappropriate or offensive language, bullying or harassment.

### **WHAT WE WILL DO**

- Publish this policy on our website.
- Mark Reid will take overall responsibility for ensuring that this policy is embedded within the strategy, Operating Procedures and Risk

Assessments of TeamWalking, and that this is conveyed to all Freelance Mountain Leaders.

- Attend Equality, Diversity and Inclusivity Training (*completed April 2023 with Mountain Training*)
- Actively discuss EDI issues with our Freelance Mountain Leaders, customers and clients, wherever appropriate.
- Be inclusive with our recruitment of Freelance Mountain Leaders so that they are from a more diverse range of backgrounds to reflect the customers and clients we lead outdoors.
- Ensure experience and insights from our Freelance Mountain Leaders, customers and clients are considered and contribute to the development and implementation of this policy statement.
- Strive to showcase diversity in the images selected for our website.
- Seek ways to ensure our website and other advertising literature encourages the participation of under represented groups in hill-walking.

## **COMPLIANCE & COMPLAINTS**

- TeamWalking regards all forms of discriminatory behaviour as unacceptable, and strives to engender an environment where people feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.
- Our Complaints, Disciplinary and Grievances Procedures can be found within our Operating Procedures.
- Where the violation of this Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

*Our Equity, Equality, Diversity and Inclusivity Policy is a dynamic policy that will develop and grow over time; we therefore welcome thoughts, suggestions and ideas on how we can improve on what we are currently doing.*

June 2023