



## Equality and Diversity

I believe that the outdoors is for everyone irrespective of:

- age • caring responsibilities • disability • economic hardship / poverty • gender reassignment / gender identity • marriage or civil partnership status • pregnancy or maternity • race/colour, nationality, ethnic or national origin • religion or belief • sex • sexual orientation.

I will proactively tackle discrimination or disadvantage and aim to ensure that no individual or group is directly or indirectly discriminated against for any reason.

This policy is applicable to all staff working for Rob Messenger Mountain Training and to the clients who use Rob Messenger Mountain Training.

If anyone feels that they have been discriminated against, please raise it with Rob Messenger.