

Equal Opportunities Policy

Cardiff Outdoor Group (COG) is committed to equality of opportunity for all people.

COG is committed to extending its activities to embrace all parts of society.

No person should receive less favorable treatment on the basis of, nor suffer disadvantage by reason of:

- Class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;
- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief).

All Members of COG seek to practice that equality, especially in promoting the group for people in all parts of society. Cardiff Outdoor Group opposes all forms of racism.

Committee members, general members and volunteers

To carry out its activities Cardiff Outdoor Group on seeks to appoint effective and appropriate committee members, and to involve other volunteers in supporting roles, all of whom are required to accept fully the responsibilities of their commitment.

The overriding considerations in making all appointments in Cardiff Outdoor Group shall be the safety and security of people.

Accordingly, all those whom COG accepts as volunteers must be 'fit and proper' persons to undertake the duties of the particular position to which they have been appointed .

In making an appointment to a particular position it is not deemed appropriate to discriminate in relation to the gender and/or ethnicity of the potential appointee.

The physical and mental ability of a particular potential member to fulfill a particular role will always be a relevant factor to consider. COG looks to offer roles with equal opportunities for all.

No person volunteering their services should receive less favorable treatment on the basis of, nor suffer disadvantage by reason of:

- age;
- class or socio-economic status;
- ethnic origin, nationality (or statelessness) or race;
- gender (including gender reassignment);
- marital or civil partnership status;

- sexual orientation;
- disability (including mental or physical ability);
- political belief;
- pregnancy;
- religion or belief (including the absence of belief).

Participation of members as part of activities

A wide range of walks are provided to cater for all levels of ability in addition to group talks, social evenings and weekends away.

All walking events are risk assessed and it is the duty of each walker to present any health issues to the walk leader in advance of the event. COG looks to embrace participation by all , subject to its being safe & sensible to do so. It does not look to discriminate in any way and will seek advice , if assistance for a less able bodied individual is required.

All events are covered by a comprehensive insurance policy and activities outside the normal walking/camping programme , suitable cover by the third party taking the activity will be researched & checked it is in place.

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