



HIGHLANDS ASTRONOMICAL SOCIETY

Equality, Diversity and Inclusion (EDI) Policy

1. Policy Statement

The Highlands Astronomical Society (HAS) is committed to promoting equality, diversity and inclusion in all its activities. We aim to create an inclusive environment where everyone is treated with dignity and respect and has equal access to opportunities, regardless of their background or identity.

2. Legal Framework

This policy is underpinned by the Equality Act 2010, which protects individuals from discrimination on the basis of the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3. Our Commitments

- Ensure that all members, volunteers, and visitors are treated fairly and without discrimination.
- Promote a welcoming and respectful culture within HAS.
- Take steps to identify and remove barriers to participation for underrepresented or disadvantaged groups.
- Make reasonable adjustments to support the participation of individuals with disabilities.
- Challenge discriminatory attitudes and behaviour and take appropriate action when necessary.

4. Raising Concerns

Anyone who feels they have been subject to discrimination or harassment within the Club is encouraged to raise their concern with the Committee or Designated Safeguarding Lead. All



reports will be treated seriously and handled confidentially in line with the Society's complaints and safeguarding procedures.

5. Review and Monitoring

This policy will be reviewed annually, or earlier if required by changes in legislation or Society governance.

Approved: July 2025

Next Review Date: July 2026