

EQUALITY STATEMENT

Girls on Hills Ltd is committed to ensuring that equality, diversity and inclusion run through everything we do. We will under no circumstances condone unlawful discriminatory practices. The company takes a zero-tolerance approach to abuse and harassment.

Inclusivity

Girls on Hills is passionate about inclusivity. Courses are open to women of all abilities, age, colour, nationality, religious belief, sexual orientation and, where possible, disability.

The exclusion of individuals by sex or gender is a regrettable by-product of the primary aims of the limited company and in no way reflects any bias or prejudice held against men or other genders.

Sex and gender

Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical and cultural barriers – whether real or perceived – that restrict the opportunity for underrepresented/disadvantaged sections of the community to participate equally and fully.

To this end, Girls on Hills courses are a Single Sex Service (SSS) under the guidance provided by the Equality and Human Rights Commission ([guidance to providers of single- and separate-sex services](#)).

> Attendees of group courses run by Girls on Hills should be women, who present and live as women

> Attendees of bespoke bookings and courses are open to all genders

Some Girls on Hills programmes involve communal sleeping and changing spaces where women will be in a state of undress. All courses involve some requirement for toileting in the outdoors. Please reach out to us if your physical appearance may cause concern.

On group courses, conversation and support is focused around the experiences of the female sex (e.g., child-birth, menstruation, breastfeeding, mothering, sports underwear and menopause etc). If you're not sure if a group course is the right space for you, please contact our supportive team. You can learn more about this below.

The following steps will be taken to strive for equality in sport:

- > Girls on Hills group courses will be single sex services aimed at educating, upskilling, empowering, developing and supporting women as a means of improving access, increasing female participation and reducing the observed gap between male and female numbers in competitive races/events.

- > Girls on Hills will make available and deliver bespoke services (i.e., private individual/group bookings) for people of all genders (including men). Male or female guides can be provided as requested. Bespoke events will provide a gender-neutral environment, free of prejudice or judgement.
- > Girls on Hills will administer the Access Fund to subsidise or cover the cost of events for eligible individuals (i.e., those from underrepresented or disadvantaged groups). Individuals who identify as a woman but who are unable to attend group courses should apply and use the Access Fund to cover the cost of a bespoke booking.
- > In response to enquiries, Girls on Hills will provide supportive advice and guidance to persons of any gender, free of charge (by phone or email reply). Where necessary we will openly refer individuals to other reputable providers who are better positioned to offer a safe space and group environment for persons of the relevant gender.
- > As a company, Girls on Hills recognises that individuals of marginalised genders face significant barriers to access and competition in our sport. Where possible, we will strive to support and promote external projects, initiatives and wider cultural change that will help reduce these barriers and facilitate progress – as part of our ongoing commitment to wider inclusivity in sport.

A note on Single Sex Services (SSS)

An SSS is legally permitted where it pursues a legitimate aim and is proportionate ([Sch.3 Pt 7](#)). Girls on Hills aims to support and facilitate improved access to and greater participation in trail and mountain recreation/sports by women. The company aims to empower women with new skills and self-confidence through outdoor recreation. The health, fitness and well-being benefits of exercising outdoors/in groups and spending time in nature/green spaces is well documented.

Through providing an SSS, Girls on Hills is taking ‘positive action’ to encourage people of the female sex (with sex being a protected characteristic) to participate and overcome disadvantages/barriers that they might face. This positive action is lawful because a measurable and well-documented gap in participation exists between the sexes (in competitive racing and in recreational trail running/hill-walking) that is the result of a number of physical and cultural barriers.

Customers of Girls on Hills often explicitly seek an all-female group or to be led by female guides. Clients include vulnerable women and religious minorities for whom communal sleeping and changing areas represent a sensitive/intimate space. Girls on Hills’ legitimate aims therefore include protecting privacy and dignity, and preventing distress.