



LIFE BEYOND THE MILITARY –  
OUTDOORS

## HIGHGROUND SCHEDULE OF POLICIES & PROCEDURES

- I. Adoption Policy
- II. Disciplinary Procedure
- III. Equal Opportunities Policy
- IV. Equality and Diversity Policy
- V. Complaints Procedure – Rural Weeks
- VI. Complaints Form
- VII. Grievance Procedure
- VIII. Statutory Maternity Policy
- IX. Paternity Policy
- X. Recruitment Statement
- XI. Health and Safety Policy Statement
- XII. Safety Health Environmental Protection and Fire Safety Policy (SHEF)
- XIII. Secure Handling Statement
- XIV. Safeguarding & Vulnerable Adults Statement
- XV. Communications & Social Media Policy  
(including but not limited to e-Communications)
- XVI. Internal Data Breach Policy
- XVII. Acceptance of Donations Policy
- XVIII. Privacy & Cookies Policy
- XIX. Complaints Policy for Website

A full version of HighGround policies are available on request.  
Please email [Anna](#) for more information.