

## EQUAL OPPORTUNITIES POLICY

### Aims

Path Hill Outdoors is fundamentally opposed to all types of discrimination and seeks to ensure that discrimination does not take place against individuals or groups on the grounds of their:

- Gender
- Age
- Social and economic class
- Employment status
- HIV status
- Physical disability
- Political belief
- Mental health issues
- Religion
- Race, colour, nationality or national origin
- Marital or parental status
- Sexual orientation
- Unrelated criminal conviction
- Position as a carer
- Status as a refugee/asylum seeker.

### Our Commitment

Path Hill Outdoors' commitment to oppose discrimination and promote equality of access to services places an obligation on all paid employees, whether part-time, full-time or volunteers. Users of Path Hill Outdoors' services are expected to respect the values contained in this statement.

A. Wherever possible, we will make efforts to identify and remove unnecessary/unjustifiable barriers and provide appropriate facilities and conditions of service to meet the special needs of disadvantaged and/or underrepresented groups. This applies to all paid employees, volunteers and service users.

B. We will engage all employees and volunteers in following equal opportunities principles. Staff will be made aware that differences of culture and life-style in both user and staff groups are to be valued and appreciated not just accepted and tolerated.

- C. We will not tolerate any form of intimidation, bullying, denigration or harassment of other members of staff or of our users.
- D. We will ensure that all training, development and progression opportunities are available to all staff.
- E. We recognise that our work at Path Hill Outdoors can be stress-full and emotionally demanding. We will ensure that we will have the internal and external support in place so that we can safeguard everyone's mental well-being.
- F. Our decisions to employ staff and volunteers at Path Hill Outdoors will be based purely on ability to undertake the task/role.

### **Inclusivity Strategy**

We will develop an Inclusivity Strategy which will detail how we will put in place these commitments to equality and diversity. This strategy will cover

- Support structures to ensure that all members of staff feel their perspectives and contributions are recognised and valued
- Communications with and between staff
- Provisions put in place to safeguard everyone's mental wellbeing
- Plans to develop a more diverse workforce
- Plans to ensure a diverse cohort of students and other visitors
- Feasible physical changes to our site to create a more inclusive environment

### **Responsibilities for Implementation**

The Directors of Path Hill Outdoors have the responsibility of ensuring the effective implementation and monitoring of this policy

Managers will ensure that they and their staff operate within this policy and arrangements.

Staff and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to their immediate supervisor.

Any person found to be discriminating will face disciplinary proceedings in accordance with the Disciplinary and Grievance procedure.



## **REVIEW**

The Directors of Path Hill Outdoors will review this policy annually.

Reviewed: September 2022

Next Review September 2023