



Equal Opportunities Policy

Equal opportunities training and sessions.

Woodventurers aim to be an inclusive setting. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual learners or groups of learners. This means that equality of opportunity must be a reality for our learners and we do not discriminate regardless of:

- minority ethnic and faith groups;
- learners who need support to learn English as an Additional Language;
- learners with Special Educational Needs;
- gifted and talented learners;
- learners who are at risk of disaffection or exclusion;
- travellers and asylum seekers.
- looked after children

- age
- gender or sexual orientation

At Woodventurers we aim to give all our learners the opportunity to succeed and reach the highest level of personal achievement. To do this, we plan sessions that meet the specific needs of individuals and groups we teach through:

- setting suitable learning challenges;
- responding to diverse learning needs;
- overcoming potential barriers to learning and assessment for individuals and groups of learners;

Woodventurers staff/volunteers will ensure learners:

- feel secure and know that their contributions are valued;
- appreciate and value the differences they see in others;
- take responsibility for their own actions;
- participate safely, in clothing that is appropriate to their religious beliefs;
- are taught in groupings that allow them all to experience success;
- use materials and methods that reflect a range of social and cultural backgrounds, without stereotyping;
- have a common curriculum experience that allows for a range of different learning styles;

- have challenging targets that enable them to succeed;
- are encouraged to participate fully, regardless of disabilities or medical needs.

Physical disability

Woodventurers strives to enable learners with disabilities to fully participate in activities. However, this is determined by the site and there may be some areas that are not accessible to wheelchairs due to the siting of trees. We endeavour to locate the working site in sympathy with the needs of learners with disabilities and do our best to provide a shelter and toilet that are wheelchair accessible.

All staff modify learning as appropriate for learners with disabilities. Staff ensure that they give learners with disabilities the opportunity to develop skills in practical aspects of the curriculum by modifying tools and equipment to make this easier.

All staff will:

- take account of their pace of learning and the equipment they use;
- is adaptable and can offer alternative activities in those areas of learning where learners are unable to manipulate tools or equipment, or use certain types of materials;
- includes approaches that allow hearing-impaired children to learn about sound and music, and visually-impaired children to learn about light using visual resources and images.
- use assessment techniques that reflect their individual needs and abilities.

Equal opportunities employees and volunteers.

Woodventurers are dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees and volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Woodventurers select candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents.

Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce. commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those

that breach this policy.

- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which Woodventurers believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees/volunteers to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Woodventurers will inform all employees/volunteers that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

Reviewed February 2020 by Toni Rogers

