



Equal Opportunities, Equality and Diversity Policy

Introduction

We are committed to Equal Opportunities for all individuals or groups and to promoting a positive attitude towards diversity within Woodventurers. We aim to ensure that all staff and learners have the opportunity to maximise their potential and enhance their self-development and their contribution to Woodventurers.

We aim to embrace the differences that various cultures bring into our Woodventurers team, and we also recognise that people from different backgrounds can bring fresh ideas and perceptions, which ultimately can improve our products, services, and working environment. Managing diversity successfully will help us nurture creativity and innovation, thereby allowing us to tap hidden capacity for growth and improved competitiveness.

Valuing diversity is an effective way of dealing with equal opportunity issues. It emphasises the business and personal benefits that accrue from valuing the differences between people rather than just complying with the law. We believe that organisations that grasp the additional business opportunities generated by managing diversity effectively are far more likely to enjoy a sustained competitive advantage than those that do not.

This non-contractual policy aims to ensure that every member of staff and our learners feels valued at Woodventurers and are not discriminated against, harassed, bullied, or made to feel under threat or intimidated, either directly, by association or indirectly, on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or perceived sexual orientation.

We recognise our duty of care to all staff members and learners. We are committed to treating every individual equally, which is in accordance with this policy and the Equality and Human Rights Commission Code of Practice.

Where necessary, Woodventurers will consider reasonable adjustments to ensure that any individual with a disability is not disadvantaged. In all relevant cases, Woodventurers will consult with the individual, and the decision on whether or not to make reasonable adjustments will consider all relevant factors, including referrals to outside organisations, where necessary.

Recruitment and Selection

We will uphold equal opportunities for all during our recruitment process. Candidates will be recruited solely on their merits and ability to carry out the job role. Interview questions and selection processes will be relevant to the job and will not be of a discriminatory nature.

Recruitment and selection will be made by matching the best person to the job role.

We will aim to take steps to ensure that knowledge of vacancies reaches a wide labour market and, where relevant, groups under-represented in Woodventurers. Where appropriate, lawful exemptions may be used to recruit suitably qualified people to cater to the special needs of particular groups.

Shortlisting and interviewing of candidates will be carried out by more than one person in line with safer recruitment practices.

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

Woodventurer's 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.
- To take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow staff, volunteers, learners, visitors, the public and any others in the course of the organisations work activities
- Monitor the makeup of the workforce in encouraging equality, diversity and inclusion and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Woodventurers Woodland Learning 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.

Equal opportunities in Woodland Learning sessions.

Woodventurers Woodland Learning aims 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

Woodventurers Woodland Learning aims 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 Woodland Learning 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 Woodland Learning strives to enable learners with disabilities to fully participate in activities. However, this is determined, to an extent, by each specific site. Due to the nature of our outdoor settings, there may be some areas that are not

accessible to wheelchairs or some learners with mobility difficulties. These are not always easily overcome due to the siting of trees and the access pathways which are 'off the beaten track'.

Where possible, we endeavour to locate an appropriate working site that meets the needs of learners with disabilities and wherever possible 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 each learners' pace of learning and the equipment they use;
- Be adaptable and offer alternative activities in those areas of learning where learners are unable to manipulate tools or equipment, or use certain types of materials;
- Include 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.
- Work with guidance and advice from medical professionals and other key professionals involved in a learners' care

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with staff and other stakeholders.

Our disciplinary and grievance procedures

Details of the organisation's complaints, compliments and comments policies and procedures can be found on our website www.woodventurers.co.uk

Our grievance and disciplinary policies and procedures can be found on our staff portal.

Together these include with how and with whom a member of staff, learner, volunteer or commissioner should raise a grievance.

Version Number	5
Review Cycle	Every 2 years
Date of ratified policy	November 2025
Date of Next Review	November 2027 (2 year cycle)
Related Policies	Staff Code of Conduct/Safer Working Practice Safeguarding policy Safer recruitment policy Whistleblowing Policy Complaints Policy
Other Relevant Documents	Keeping Children Safe in Education (KCSiE): Sept 2025 Working Together to Safeguard Children: July 2018

	Equalities Act 2010