

Equal Opportunity Policy

INTRODUCTION

Reach Outdoors is committed to taking proactive and positive steps towards ensuring a safe, fair and comfortable environment is created for all that are in our company, be it staff, students or clients. We aim to create a holistic community free from discrimination for everyone, providing equal treatment to all individuals.

PURPOSE

To eliminate direct, indirect, unlawful or unfair discrimination and harassment in decision making, employment practises and service provision to all clients.

Reach Outdoors are committed to promoting equality of opportunity and access for all its staff and clients/ students, regardless of ethnicity (including race, colour and nationality), religion, belief, disability, age, gender (including gender reassignment and marital status) and sexual orientation (including civil partnership status).

To ensure Reach Outdoors achieves equality of opportunity for everybody, and to ensure that all of our students, clients, employees and visitors are treated fairly and not subject to discrimination by the organisation on any of these grounds.

POLICY

We will work with staff, students, clients and other educational providers to ensure that our provision is relevant and meets their needs. We will actively encourage staff, students, clients and partners to:

- Provide a welcoming and caring environment that promotes and reflects cultural and social diversity.
- To challenge/eliminate any behaviour, language or attitude that could be deemed as offensive/discriminatory or harassment to differing race, ethnicity, class, religion, nationality, culture, gender, language, sexual orientation and disability.
- Treat everyone fairly, with equal concern and value.
- Promote understanding, respect and awareness of diversity and equal opportunities in planning and implementing proposed programmes, and all other provision.
- Ensure that Reach Outdoors recruitment policies are open, fair and non-discriminatory.
- Ensure that all staff are aware of and understand the Equal Opportunities Policy as it relates to all aspects of work.

- Treat any staff that are found to be acting in a discriminatory way within accordance to the staff disciplinary procedures policy.
- Promote positive attitudes towards diversity.
- Encourage all staff, students and clients to reach their full potential.
- Take proactive steps to take into account the additional needs of those who may experience the greatest barriers to fulfillment of their potential.
- Ensure all training programmes are consistent with current legislation.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998, the Race Relations (Amendment) Act 2000 and the Equality Act 2010.
- All staff receives appropriate training to successfully and effectively fulfill their roles.

RESPONSIBILITIES

It is the responsibility of Reach Outdoors to ensure that equality of opportunity and anti-discrimination are promoted in all its provision. However, all individuals have a requirement to be aware of and enforce their specific equality and diversity roles and responsibilities, to ensure that their aims are achieved.

The directors of Reach Outdoors are responsible for the implementation of this policy and to review its content on an annual basis, keeping up to date with legislations and undertaking relevant training and learning opportunities.

This policy remains consistent with current legislation and guidance.