

INSIDE OUT

BUSHCRAFT  
& ADVENTURE



# POLICY

Equal Opportunities

Version 2024.1

## Section 1 | Legal Obligations

1.1 We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

1.2 We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

1.3 We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## Section 2 | In Practice

2.1 We, as a company, recognise and welcome individuals from all backgrounds. We recognise and respect differences.

2.2 In regards to disability, as a provider of outdoor activities, we agree to never willingly refuse access to what we offer. We recognise everyone equally, but likewise also acknowledge that some will need more support than others. As such, we follow the following guidelines:

- Ask all parent(s)/carer(s) to clearly identify additional needs on the consent form.
- As with all bookings, we will arrange a welcome phone call where a member of staff will discuss bookings and additional needs.
- If felt relevant, then the company will arrange a pre-visit to the site. That way everyone can see the site, and we can make a more accurate assessment of need in relation to what we do.

- If felt applicable, then Inside Out Education will construct and independent RRP (Risk Reduction Plan). The outcomes of which will be relayed to the parents.
- An IAP (Independent Activity Plan) can then be constructed from the RRP, tailoring our Outdoor Adventures to the individual. This can include reduced days, alternative overnight arrangements and 1:1 support.
- All RRP's and IAP's relevant to the case must be signed off by 1:1 (if assigned), Parent/Carer and Company Director.
- Inside Out Education reserves the right to charge extra, should reasonable adjustment require additional funds to do so, i.e. 1:1 support.

2.3 If a RRP identifies risks as 'high', and notes that they cannot be safely reduced with 'reasonable adjustment', then Inside Out Education reserves the right to decline access. Our priority is always to everyone's safety, including children, parents and staff.

2.4 Inside Out Education believes in equal opportunities, and as such, no individual is ever refused access to our activities on the grounds of:

- Ethnicity
- Religion
- Gender
- Sexual Identity

2.5 Our policies, procedures and activities must not discriminate, but must nevertheless, take account of differences of life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face.

2.6 We have a strong ethos of teamwork and support here. As such we foster positive attitudes towards everyone as individuals

and support children to do the same.  
Harassment of any kind is not tolerated.

### Section 3 | Staff

3.1 We observe and promote an equal and positive working atmosphere here at Inside Out Education.

3.2 Recruitment and Advertising of jobs is undertaken through Facebook, Twitter and Indeed. Applicants interested in the role are all required to complete an Application Form that can be found directly through Inside Out Education's Website, or can be posted on request.

3.3 Recruitment is a three stage process, as follows:

- Application form completed.
- Successful Applicants invited to Recruitment Day.
- Formal Interview (Part of recruitment day).

3.4 All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

3.5 We consider all applicants, regardless of gender, ethnicity, age, religion or sexual identity.

3.6 In regards to disability, we will consider applications equally and fairly. We will endeavour to employ the right candidates for the role, regardless of disability. With the consideration that it must be:

- Safe for the member of staff to work with us, with reasonable adjustment to RRP's and Procedures.
- Within their ability to support the business and it's customers.

3.7 We pride ourselves on being a responsible employer. Staff are, on the whole, offered seasonal 'rolling' contracts. The following is offered to all employees:

- End of Season Review and feedback, with Continued Professional Development opportunities.

- Training in Bushcraft competency, annually.
- Additional training for long serving/full time staff.
- An opportunity to help shape the business, with opportunities to actively provide ideas, change/shape programmes and alter provisions for the better.

### Section 4 | Review

This policy is subject to annual review, or sooner if circumstance or incidence requires.

Reviewed by S.G (09/01/2024)