



Equal Opportunities, inclusion & UNCRRC

Policy statement

In Wild About our Woods sessions everybody in attendance should be treated equally. We are committed to the idea that there should be equal opportunity for all. Our policies help to ensure that we promote the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

We aim to and are committed to:

- ✚ Provide a secure and accessible environment in which children can flourish and in which all contributions are valued:
- ✚ Including and valuing the contribution of all children and adults to our understanding of equality and diversity;
- ✚ Promote a positive non-stereotyping environment that promotes dignity, respect and understanding of difference in all forms;
- ✚ Make inclusion a thread which runs through all of the activities of Wild About our Woods
- ✚ Model desirable behaviour to children and helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;

The Wild About our Woods is committed to ensuring that all children participating;

- ✚ appreciate and value the differences they see in others;
- ✚ take responsibility for their own actions;
- ✚ are able to participate safely in clothing that is appropriate to their religious beliefs;
- ✚ participate in groupings that allow them all to experience success;
- ✚ use materials that reflect a range of social and cultural backgrounds;
- ✚ have a Wild About our Wood experience that allows for a range of different learning styles;
- ✚ are set challenges that enable them to succeed;
- ✚ participate fully, regardless of disabilities or medical needs.

The Wild About our Woods share a strong commitment to the personal and social well being of all pupils. We aim to provide a learning environment which welcomes diversity and is free of any threat or fear, as a matter of right and as a prerequisite to effective learning and development. We are aware of the negative impact which bullying can have on children and young people's learning, development and general well being. As a result we are clearly focused on preventing and tackling bullying and behaviour which leave people feeling helpless, frightened, anxious, depressed or demeaned. We will deal with bullying by following the group behaviour policy below

Children with medical needs or disabilities will be helped so they can take as full a part as everyone else in Wild About our Woods sessions. Those with challenging behaviour are risk-assessed and may need one-to-one supervision, but their entitlement remains the same within the human resources that are available.

The UN Convention on the Rights of the Child

Article 31 states that children have a right;

✚ to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts.

✚ to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity.



Procedures

- ✚ making appropriate provision within the woodland activities to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of girls and boys;
- ✚ Ensuring that children have equality of access to all the activities that we offer. This may involve making adjustments to the resources to accommodate a wide range of learning, physical and sensory impairments;
- ✚ Avoiding stereotypes or derogatory content in the selection of stories or other visual materials;
- ✚ Offering Wild About our Woods activities which focus on the achievement of the individual and based on choice of participation. After the first session's observations of the group and after collecting feedback from the children themselves we will create activities which focus on individuals' interests. This will develop their outdoor experiences that will encourage children to develop positive attitudes about themselves as well as subtly learn about the group and individuals who are different from themselves. Group activities will encourage team work and encourages children to empathise with others and to begin to develop the skills of critical thinking.
- ✚ Ensuring that children whose first language is not English (EAL) are supported.
- ✚ The Wild About our Woods Leader will ensure that all adults within the group are committed to the Equal Opportunities Policy and Equality and Diversity Policy

We take action against any discriminatory, harassing or victimising behaviour by our staff, volunteers or parents whether by:

- ✚ direct discrimination – someone is treated less favourably because of a protected characteristic e.g. preventing families of a specific ethnic group from using the service;
- ✚ indirect discrimination – someone is affected unfavourably by a general policy e.g. children must only speak English in the setting;
- ✚ discrimination arising from a disability – someone is treated less favourably because of something connected with their disability e.g. a child with a visual impairment is excluded from an activity;
- ✚ association – discriminating against someone who is associated with a person with a protected characteristic e.g. behaving unfavourably to someone who is married to a person from a different cultural background; or
- ✚ perception – discrimination on the basis that it is thought someone has a protected characteristic e.g. making assumptions about someone's sexual orientation.

Signed; <i>Janine Young</i>	date; 6/1/20	review date; 6/1/22
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