

## **Wild about our woods Forest School Training Equality & Diversity policy for Training and Events**



Wild about our woods Forest School Training aspires to comply with all legal obligations under The Equality Act 2010. It is committed to providing equality of opportunities in all the training and events it provides.

Disability Rights UK has an animation introducing the Equality Act on its Right to Participate website at <http://righttoparticipate.org>

### **Age**

It's against the law to be treated unfairly at work because of your age. Some jobs require work experience, but you should generally be judged on your skills and expertise, rather than how many years you've worked.

### **Race**

Race refers to your colour, and/or nationality, and/or ethnic or national origin. Wherever you were born, wherever your parents came from, whatever your skin colour, you have the right to be treated equally.

### **Sex**

Jobs, training schemes and apprenticeships must be open equally to women and men. Pay and benefits must also be offered on the same basis.

### **Sexual orientation**

You shouldn't be disadvantaged because you're gay, lesbian, bisexual or straight. It's against the law for a college/trainer or employer to treat you unfairly because of your sexuality.

### **Religion and belief**

Your religion or belief shouldn't be used against you.

### **Gender reassignment**

You have the right to be treated equally if you change from one gender to another.

### **Pregnancy and maternity**

Pregnant women and women on maternity leave should not be singled out for redundancy or treated unfairly at work.

### **Marriage and Civil Partnership**

Employees who are married and those who are in a civil partnership must be treated the same. Although marriage and civil partnership is listed in the Act as a protected characteristic, it does not provide protection against discrimination because of marriage and civil partnerships in the further and higher institution provisions.

This policy sets out the standards that we aspire to work towards

***How do we ensure learners to any of our training courses, workshops or events are treated equally and have equal opportunity to participate fully?***

Learners are asked upon booking their place on a training/event whether they have any special requirements. This may include medical requirements, access needs, mobility issues etc.

When a requirement is declared, Wild about our woods Forest School Trainer takes all measures necessary to ensure that the learner is accommodated.

Wild about our woods Forest School Training and events venues are always as accessible as possible to individuals with mobility or access needs. But as the Forest School work is based in woodlands the learner needs to be aware in advance of the different terrain, they may be learning in.

Wild about our woods Forest School Training ensures provision can be made for learners of faith whether dietary provision, providing prayer provision or ensuring dates do not coincide with religious festivals.

Reasonable adjustments will be made by Wild about our woods Forest School Training for learners who have disabilities, including production of large-print materials and ensure the physical spaces we use are as accessible as possible.

All Wild about our woods Forest School trainers are asked to take responsibility for the promotion of respect, equality and diversity in the delivery of all training sessions as well as encouraging learners to do the same with each other. It is essential to challenge behaviours and opinions where necessary whilst maintaining an open and informal environment.

Trainers are asked to set up group agreements at the beginning of training; ensuring that they are providing a safe and secure space for learners.

***How do we ensure the content of training courses, workshops or events incorporate diversity?***

All Training planning and delivery demonstrates values and principles for inclusive good training practice. We utilise a checklist to set standards in planning.

Wild about our woods Forest School Training is aware that for some of our learners, English is not their first language and so our training courses aim to use as simple language as possible and refrain from using English language colloquialisms.

As our learners require no formal educational qualifications to attend our courses we are aware that literacy levels can vary. Our training courses aim to use as simple language as possible and provide clear instructions using a variety of methods. Where possible, written material will be discussed or expressed verbally in the training.

Wild about our woods Forest School Training ensures that our examples and case studies used in our courses demonstrate the diversity of clients that practitioners work with.

In the planning and delivery of training we will demonstrate values and principles for inclusive good training practice.

***What systems does Wild about our woods Forest School Training have in place to ensure the above actions are taking place?***

Wild about our woods Forest School Training provides an evaluation form and diversity monitoring form for all its courses, events and workshops to identify any issues with the provision of equal opportunities and reaching a diversity of individuals.

Trainers are:

- measured on their awareness of equality and diversity issues within recruitment procedures
- bound by Wild about our woods Forest School Training's equality and diversity policy and non-adherence to the policy is a disciplinary offence
- involved in work which requires knowledge of equality and diversity issues and legislation change on a regular basis

All assessed courses are internally verified to ensure that:

- Learning materials include diverse groups and diverse learning styles
- Any issues on equality and diversity have been recorded and actioned
- Our complaints policy is accessible
- Learners have been encouraged to treat each other equally.

Wild about our woods Forest School Training reserves the right not to provide services to learners who act in ways which contravene this policy and infringe the rights of others.

Wild about our woods Forest School Training's learners who wish to complain about the operation of this policy are asked to request a *Complaints Record Form* from the Wild about our woods Forest School Training Coordinator.

Signed; <i>Janine Young</i>	date; 23/11/18	review date;23/11/19 23/11/20 23/11/21 8.11.22
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