



Equal Opportunities Policy

OUT ON THE DOWNS (Trading name of OUTDOORS ON THE DOWNS LTD)

1. Policy Statement

OUT ON THE DOWNS is committed to promoting equality of opportunity for all staff, volunteers, participants, and stakeholders. We aim to create an inclusive environment where everyone is treated with dignity and respect, and where individual differences and contributions are valued.

2. Scope

This policy applies to all aspects of our operations, including recruitment, training, service delivery, and partnerships. It covers all individuals involved with OUT ON THE DOWNS, regardless of age, disability, gender, race, religion or belief, sexual orientation, or any other protected characteristic.

This policy also applies to the delivery and assessment of regulated qualifications, including first aid training, and supports compliance with awarding body equality and diversity standards.

3. Legal Framework

This policy is based on the principles set out in the Equality Act 2010 and other relevant legislation. We are committed to complying with our legal obligations and promoting best practices in equality and diversity.

4. Responsibilities

- The Director (Ben Dawson) is responsible for implementing and monitoring this policy.
- All staff and volunteers are expected to uphold the principles of equality and report any concerns.
- We will ensure that all individuals are aware of their responsibilities under this policy.

5. Recruitment and Selection

We are committed to ensuring that our recruitment and selection processes are fair, transparent, and based on merit. We will take steps to ensure that no applicant is disadvantaged by conditions or requirements that cannot be justified.

6. Training and Development

We will provide training and development opportunities to all staff and volunteers to promote awareness and understanding of equality and diversity. This includes induction training and ongoing professional development.

7. Monitoring and Review

We will monitor the effectiveness of this policy and review it annually or in response to changes in legislation or best practice. Feedback from staff, volunteers, and stakeholders will inform future updates.

8. Contact Information

For any questions or concerns regarding this policy, please contact:

Email: info@outonthedowns.co.uk

We are committed to making reasonable adjustments to ensure that training and assessment are accessible to all learners, including those with disabilities or additional needs, in line with awarding body and legal requirements.

9. Related Policies

This policy should be read in conjunction with the Safeguarding Policy, Health and Safety Policy, and Complaints Procedure Policy.