



EQUALITY AND DIVERSITY

Policy Statement:

As an inclusive group we strive to meet the needs of all children, families and learners and promote and celebrate diversity in our groups. We recognise that children, their families and other learners come from diverse backgrounds. All individuals have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds. Family structures are diverse, including two parent and one parent families; some children have two parents of the same sex. Some children have close links with extended families of grandparents, aunts, uncles and cousins while others may be more removed from close kin or may live with other relatives or foster carers. Some individuals have needs that arise from disability or impairment or may have parents that are affected by disability or impairment.

Some individuals come from families who experience social exclusion or severe hardship; some have to face discrimination and prejudice because of their ethnicity, the languages they speak, their religious or belief background, their gender or their impairment.

We understand that these factors affect the well-being of children, parents and learners and can impact on their learning and development. It is the responsibility of all adults attending forest school sessions to be aware of these factors and follow the practices set out in this policy.

We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. We aim to:

- provide a secure and accessible environment in which all children can flourish and in which all contributions are considered and valued;
- include and value the contribution of families to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles and diverse family structures, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- challenge and eliminate discriminatory actions;
- make inclusion a thread that runs through regular activities; and
- foster good relations between children and families.

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Latest review:	26.05.2025



Procedure:

Land and Leaf Collective is open to all members of the community. We provide information in clear, concise language, whether in spoken or written form.

We ensure that all parents are made aware of our equal opportunities policy and do not discriminate against a child or their family, or prevent entry to our setting, on the basis of a protected characteristic as defined by the **Equality Act 2010**. These are:

- disability;
- race;
- gender reassignment;
- religion or belief;
- sex;
- sexual orientation;
- age;
- pregnancy and maternity; and
- marriage and civil partnership.

We do not discriminate against an individual with a disability or refuse an individual's participation for reasons relating to disability. However, we will assess the individual's needs to decide how we can best care for, support the individual and meet those needs. We develop action plans to ensure that individuals with impairments can participate successfully in activities.

Displays of openly discriminatory and offensive behaviour, name calling, or threatening behaviour are unacceptable in this setting and will be dealt with in line with our behaviour policy.

Our commitment to equality and diversity extends to all employees, volunteers, contractors and directors who work with Land and Leaf Collective. We value diversity and encourage fairness and justice.

To achieve this:

- We will treat all employees, job applicants and volunteers fairly and equally regardless of their sex, sexual orientation, gender reassignment, marital or civil partnership status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership.
- We will not make any requirement or condition without justification which could disadvantage individuals purely on any of the above grounds. The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

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- We will offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect.
- We will make reasonable adjustments to enable people with disabilities to use our services.
- We will comply with the Equality Act 2010
- We will ensure mechanisms are in place for responding to complaints of discrimination and harassment from staff, volunteers and the public.
- We will ensure mechanisms are in place for responding to complaints of discrimination, harassment or victimisation from staff, volunteers and the public.
- We will make this policy known to all staff, job applicants, volunteers and service users.

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