



# Equal Opportunities Policy

## A) STATEMENT OF POLICY

1) Oxenwood Outdoor Education Centre (Oxenwood OEC) understands that we live in a society where people are told they are disadvantaged compared to other groups. We strive to show otherwise!

2) Oxenwood OEC believes that all people should have equal access to the same opportunities, education, work, activities and services, and above all else the same dignities.

3) Oxenwood OEC is committed to providing an environment of equal opportunity, wherever possible, through our operation. Our equal Opportunities Policy, therefore, extends through our workplace and to the groups with whom we work.

4) Oxenwood OEC goes out of its way to make sure that, where possible, no person endures unfair treatment, discrimination or lack of access to opportunities due to their gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs, trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where not required, or any other unjustifiable grounds.

5) This policy will be a guideline for all marketing materials, educational and activity provision, casework or any other activity linked to Oxenwood OEC

6) Oxenwood OEC is committed to providing equal opportunities for everyone, be they clients of any form, applying for employment or currently employed or trainee, voluntary or work experience workers.



## **B) IMPLIMENTATION AND RESPONSIBILITIES**

1) The Centre Manager is responsible for the implimentation of the policy, however every staff member has a duty to abide by the policy and create the environent outlined within.

2) In order to ensure the policy is understood and followed wherever possible, we commit to:

- Give all employees, job applicants, volunteers, and other relevant parties full access to this policy
- Ensure all staff are aware of their responsibility as part of their job role to encourage an environment that is equal, where possible, for all
- Ensure all general communications cary, where applicable, an equal opportunities message
- Ensure that resources and equipment are available to allow equal access wherever possible

## **C) COMPLAINTS AND DISCRIMINATION**

1) The Centre Manager is responsible for the implimentation of the policy, however every staff member has a duty to abide by the policy and create the environent outlined within.

2) In order to ensure the policy is understood and followed wherever possible, we commit to:

- Give all employees, job applicants, volunteers, and other relevant parties full access to this policy
- Ensure all staff are aware of their responsibility as part of their job role to encourage an environment that is equal, where possible, for all
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## D) LEGAL OBLIGATIONS

Oxenwood OEC is committed to going beyond the base legal minimum set out within The Equality Act 2010, which has replaced the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, the Civil Partnership Act 2004 and the Employment Equality Regulations 2003 (Religions and Beliefs and Sexual Orientation).

As part of The Equality Act 2010, we aim to protect everyone from discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We also aim to follow legislation as set out by the Human Rights Act 1998, the Work and Families Act 2006 and the Employment Equal Treatment Framework Directive 2000

## E) MONITORING

1) We will review records of employments and employees to monitor the effectiveness of this policy. To achieve this, we may:

Collect information on the race, sex or nation of origin of all applications and all current employees

Keep records of all recruitment, training and promotional records of employees, decisions reached and reasons for these decisions

2) Monitoring procedures will be monitored and reviewed to understand the effectiveness of this policy, if necessary, this policy can be adjusted in accordance with this to promote greater equality of opportunities open to staff, applicants and anyone using its services.

**Oxenwood OEC strives to review and update this policy regularly.**

**Review Date:**

**Signed**

**Date**

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