



OBEE CIC EQUALITY & DIVERSITY POLICY

Equality and Diversity Statement

Orchard Barn Environmental Education C I C (hereinafter referred to as OBee CIC) welcomes all people regardless of their gender, age, race, marital status, cultural or social background, religion or physical, sensory or intellectual ability or their sexual orientation. The Directors of OBee CIC will endeavour to promote equality of opportunity and will always challenge prejudice and inequality. All Directors and Volunteers at OBee CIC are expected to value and celebrate the diversity brought into OBee CIC. We would be pleased to know if, at any time, we fail to meet these standards. Please contact any of the Directors if you have any comments on our Equality and Diversity Policy.

Legislation

The planning and provision of services by OBee CIC will take account of the following legislation: Equality Act 2019 which includes the Sex Discrimination Act 1975, Race Relations Act 1976, Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 1995. We will also take into account the Mental Health Act 1983, Children Act 1990, NHS Community Care Act 1990, Further and Higher Education Act 1992 and Human Rights Act 1998.

OBee will aim to:

- 1.** Carry out its functions in such a way as to seek to eliminate unlawful discrimination of all kinds, promote good relations between people from all different backgrounds and promote equality of opportunity;
- 2.** Provide learning opportunities and support to all sections of the local community and seek the views of those sections of the community which are particularly vulnerable because of past and continuing discrimination;
- 3.** Identify unmet need, review and develop services in line with OBee's memorandum;
- 4.** Recruit a (volunteer) group which reflects the diversity of the local community;
- 5.** Have a skilled, well trained group who will try to meet the diverse needs of volunteers, students and other users through respect, courtesy, effectiveness and fair treatment;
- 6.** Provide information in a way which is accessible to all sections of the local community;
- 7.** Make its premises accessible, or make alternative arrangements where this is not possible;
- 8.** Work with volunteers, students, members of community groups and other users, to ensure this policy is implemented.

Other OBee CIC Policies

All other policies at Orchard Barn are intended to be compatible with this policy.

Promoting Equality

All Directors are responsible for the implementation of this policy. Everyone involved in the delivery of services is expected to challenge discrimination and harassment. OBee CIC will ensure that equality and diversity opportunity are included in the assessment of need, planning and provision of services. This will be achieved through ongoing training, and where available, the setting of targets and the monitoring of results. Volunteers, students, clients and other service providers will also be expected to adopt the principles of equality of opportunity in their dealings with OBee CIC. It will be expected that any agencies or sub-contractors paid for by OBee CIC will comply with this policy whilst on OBee CIC's premises.

Challenging Discrimination

People using OBee CIC are entitled to be treated with respect and fairness. Discriminatory or offensive behavior that breaches OBee CIC's Equality and Diversity policy will not be tolerated. Incidents of discrimination or harassment will be dealt with accordingly.

Publicity and Enrolment

Advertisements, publicity materials and promotional activities will be designed to encourage participation from all sections of the local community. Distribution of publicity will seek to ensure that all potential users have access to information about OBee CIC. Enquirers will receive prompt positive attention whoever they are.

Courses

The courses offered at OBee CIC contain elements that may be of interest to the whole community. Tutors should ensure that courses and teaching methods are appropriate for the range of students enrolled. Learning materials should be free of images or language that may be offensive or stereotyping. Entry requirements for courses must be made clear.

Personnel

OBee CIC is committed to the appointment of Directors and contracted Tutors of the best possible ability and to providing opportunities and promotion of people from all backgrounds. OBee CIC will aim to attract applications and make appointments from as wide a cross section of the local community as possible. All procedures will take account of this equal and diversity policy.

Development

Training opportunities offered by OBee CIC will take account of this Equality and Diversity policy.

Student/Volunteer Services

Every aspect of OBee CIC should be accessible and welcoming to users and potential users.

Premises

OBee CIC will work to make its premises as accessible as possible to all volunteers and students and the local community.

Organisational Arrangements

The Directors of OBee CIC are responsible for the effective implementation of this policy. The development, monitoring and review of this policy will be made available through AGM minutes to all members of OBee CIC, volunteers and students and the local community via the website.