



Elements Outdoor Learning Equality, Diversity and Inclusion Statement

Aim

At Elements, we believe that high quality outdoor learning can be achieved through respecting and promoting the rights, responsibilities and dignity of individuals within all our professional activities and recognising the value of every person. We are committed to providing services that embrace diversity, promote equality of opportunity and assessments that are based on requirements only and do not discriminate against anyone.

Our aim is to create a more inclusive environment that respects the equality and diversity of those participating or working in Outdoor Learning to achieve the maximum benefit, enjoyment and fulfilment from the activity.

Equality

We will work to ensure that every individual has an equal opportunity to make the most of their lives and talents. No individual will be unjustly discriminated against because of the way they were born, where they come from, what they believe, or whether they have a disability. We will promote equality of opportunity by seeking to remove barriers and promote equal access to outdoor learning experiences, employment, education and training.

Diversity

We recognise that, though people have things in common with each other, they are also different in many ways. People from different backgrounds bring fresh ideas and perceptions into the workplace and outdoor learning arena, adding value to our work and the outdoor learning environment. The more diverse our workforce, the better we are able to respond to and reflect the individuals and communities we support.

Inclusion

We will encourage and champion a culture that allows people to be themselves where differences are not just accepted, they are valued. Inclusive leadership, language and actions help ensure people feel involved, respected and connected. The greater the mix of people, the greater the mix of skills, experiences, perspectives and ideas that can be drawn on.