Equality, Diversity and Inclusion Policy

Portsmouth Forest School is committed to the idea that there should be equality of opportunity for all (staff, directors, volunteers, children, parents and adult participants). We value diversity, and encourage inclusion, fairness and justice.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not recognised, valued and harnessed.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences. By respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Portsmouth Forest School CIC too. We recognise that people from different backgrounds and experiences can bring valuable insights and enhance the way we work, and that by being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for all our participants.

To achieve this:

1. We will treat and safeguard all stakeholders fairly and equally regardless of their sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, colour, nationality, ethnic or national origin, religion or belief, age, attainment, disability or union membership.
2. 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.

   We undertake to create an inclusive workplace:
   - a working environment free of bullying, harassment, victimisation, and unlawful discrimination;
   - promote dignity and respect for all individuals, actively challenging discrimination should it ever arise;
   - recognise and value individual differences and contributions from all staff;
   - provide training to managers and employees about their rights and responsibilities under the equality, diversity, and inclusion policy.
3. We will offer services fairly to all people, ensuring that anyone in contact with the organisation is protected and treated with respect.

   We undertake to ensure that all our participants:

- feel secure and know that their contributions are valued;
- appreciate and value the differences they see in others;
- take responsibility for their own actions;
- are able to participate safely in clothing that is appropriate to their religious beliefs;
- are taught in groupings that allow them all to experience success;
- use materials that reflect a range of social and cultural backgrounds;
- have a common curriculum experience that allows for a range of different learning styles;
- are set challenging targets that enable them to succeed;
- participate as fully as possible, regardless of disabilities or medical needs.

4. We will make reasonable adjustments to enable people with disabilities to use our services.
5. We comply with and work within the spirit of the Equality Act 2010.
6. We will ensure mechanisms are in place for responding to complaints of discrimination and harassment from staff, stakeholders and the public.
7. We will make this policy known to all participants, staff, job applicants, partners and collaborators.

The Directors will oversee the implementation of this policy and this policy will be reviewed annually.

Signed: ....Janice Mason.....

Position: ...Director.....

Adopted: ...August 2024.....

This revision dated: December 2025

Next revision due: December 2026