

# REWILDING ADVENTURE

## Policy- Equality

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## Policy Statement

Rewilding Adventure have and want to promote an ethos of respect and inclusivity in all actions, both inside the organisation and to those it has contact with. The focus of this policy, and those working on behalf of Rewilding Adventure is a positive one, of respecting all people and being inclusive in all interactions. It is not a policy which focusses on the negative aspect of eliminating discrimination; but clearly there is a commitment to do so if it arises. The behaviour of any person working on behalf of Rewilding Adventure will exemplify respect of all people and act as a role model for others.

This policy covers the nine protected characteristics as defined under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex/gender and sexual orientation; Rewilding Adventure extends this to include any other personal difference a person may present.

The Equality Act 2010 sets out a general duty for public bodies, '*The Public Sector Equality Duty*', (PSED) although Rewilding Adventure is not a public body, it undertakes to uphold the duty as good practice, but also to satisfy public bodies who they may provide activities for. The PSED specifies that in the exercise of their functions public bodies must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

In today's society behaviour which could be described as discriminatory, harassing or victimising is uncommon, but people are not always aware their behaviour can be seen as requiring intervention. Therefore, in the first instance an educational approach is preferred over an enforcement approach; including informing people that their behaviour may be/is seen as unacceptable, that it will not be tolerated, the reason why

it will not be tolerated, the possible impacts on other people and the fact that now they are aware of the above, if they continue their behaviour can be seen as intentionally discriminatory, harassing or victimising.

## **ACCEPTABLE AND UNACCEPTABLE BEHAVIOUR**

This policy uses the term '*unacceptable behaviour*', that is behaviour that will not be accepted within the activities and tasks Rewilding Adventure lead or contribute to. If unacceptable behaviour is absent then the behaviour will be acceptable; however, the distinction between the two is sometimes unclear and to identify specifically what behaviour constitutes acceptable and unacceptable is an unrealistic task. Any behaviour, which includes references to one of the protected characteristics (or any other personal difference) and is perceived as discriminatory, harassing or victimising by any person will be deemed as unacceptable for the purpose of this policy. The reality is that the majority of unacceptable behaviour will be obvious, for example offensive or abusive language, bullying and intimidation; equally acceptable behaviour is clear, for example politeness, tolerance and patience.

To further clarify the situation, a theoretical 'behaviour chart' can be seen in Appendix 1. This identifies four levels of behaviour, in ascending order 'Inappropriate', 'Indifferent', 'Appropriate' and 'Higher Personal Standards'. Acceptable behaviour will be considered to be either 'appropriate behaviour' or 'higher personal standards'; the former can, and is demanded from those within and receiving activities from Rewilding Adventure; however the latter cannot be demanded but will be acceptable if displayed. 'Inappropriate behaviour' is often clearly seen as unacceptable, but 'indifferent behaviour' may manifest itself as subtle exclusion or a failure to intervene; considering the behaviour chart, this policy would see both as unacceptable.

## **ARRANGEMENTS AND ACTIONS TO UPHOLD THE PSED**

**Inclusion of all-** it is the intention of Rewilding Adventure to work with potential-participants who face difficulties in order for them to take part. This will involve a one-to-one discussion with the person/their guardians; including the proposed activity and any assistance or reasonable adjustments that can be made to ensure inclusion.

**Staff Awareness & Training-** All staff working on behalf of Rewilding Adventure will have this policy brought to their attention and be directed to the '*Equality Act 2010: Public Sector Equality Duty What Do I Need To Know? A Quick Start Guide For Public Sector Organisations*'; a guidance document issued by the Home Office. This is to ensure they are cognisant with the requirements of the PSED and their responsibilities on behalf of Rewilding Adventure. No specific training will be provided in relation to equality and diversity or the PSED; however, if the need arises or the opportunity presents itself it will be considered.

**Participants on Activities-** participants taking part on activities will not be expressly briefed in relation to Rewilding Adventure's policy, unless there is information to suggest there has been discrimination, harassment or victimisation displayed by individual participants previously. If, after three interventions having been made and unacceptable behaviour continues the participant(s) will be removed from the activity. This consequence will be made known to the participant(s) prior to it being applied. If three interventions, including the warning of removal from the activity has been given, and a participant is subsequently removed from the activity this will be at their cost. If an intervention has had to be made the staff member will make a written narrative record of it, what was the behaviour and what was the outcome.

**Staff Response to Unacceptable Behaviour-** staff are expected, indeed are required as part of their duty, to respond to any manifestation of discrimination, harassment or victimisation. This may be in many forms: name calling, one off comments, exclusion or bullying. The reason for responding is not to fulfil their duty outlined in this policy, but to protect to rights of the individual and mark the behaviour as unacceptable. The term '*challenge*' is to be avoided for such responses, rather an '*intervention*' should be made; the aim of the intervention is not the dominance of the person but the education of right and wrong according to the duty and this policy. Interventions should be made in the immediacy within the hearing and sight of those who have also been party to the original behaviour unless considered doing so would aggravate or belittle the person receiving the behaviour. In any case, the

person responsible for the behaviour will be spoken to and the person receiving the behaviour will be informed of this.

**Staff Displaying Unacceptable Behaviour-** The unacceptable behaviour of staff undermines the equality ethos of Rewilding Adventure and contradicts this policy. The situation is compounded because of their position of responsibility and because they have been informed of what is acceptable/unacceptable. Initially, similar to what is used for participants, an approach of education over enforcement will be applied. If this is unsuccessful, considering the nature of operation for Rewilding Adventure, the freelance staff member would no longer be engaged to provide activities on behalf of Rewilding Adventure. This consequence will be made known to them, and they shall be reminded of it during the educative attempts. This process forms the disciplinary procedure for issues concerning equality matters; therefore all actions and consequences will be recorded.

**Positive Action-** due to the nature of Rewilding Adventure operation the implementation of positive action is unlikely. If this changes consideration will be given to it and the policy amended accordingly.

**Engaging of Freelance Staff-** freelance staff will be made aware of this policy and their responsibilities outlined herein. Freelance staff will be selected for their qualification portfolio and the needs of the organisation; not as a result of their belonging/not belonging to a group who share a protected characteristic.

**Action-** this document will not give rise to equality; it is the actions of staff and participants which will do this, everyone has a responsibility to contribute. If any member of staff or participant feels Rewilding Adventure have not met this policy they should contact the Director.