

4.15 Equal Opportunities

Equal Opportunities Policy

The Adventure Service Ltd

Policy Statement

The Adventure Service Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our operations, including recruitment, employment, and the services we deliver. We believe that everyone has the right to be treated fairly, with respect and dignity, and without discrimination, harassment, or victimisation. This policy outlines our commitment to upholding equal opportunities for all and complies with current UK legislation, including the Equality Act 2010.

Scope

This policy applies to all employees, Adventurers, volunteers, contractors, and visitors associated with The Adventure Service Ltd. It covers all areas of employment, service delivery, and interactions within our organisation.

Key Principles

1. Equality and Fairness

- We aim to ensure that no person receives less favourable treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- All decisions regarding recruitment, promotion, training, and provision of services will be made fairly, based solely on the individual's abilities, merits, and performance.

2. Diversity and Inclusion

- We recognise, respect, and value individual differences and are committed to fostering a culture where everyone feels included and able to contribute fully to our mission.
- We actively encourage diversity within our workforce and among the Adventurers who participate in our programmes.

3. Reasonable Adjustments

- We are committed to making reasonable adjustments to support individuals with disabilities and those with specific needs, whether employees, Adventurers, or visitors, to ensure equal access to our activities and services.

4. Harassment, Bullying, and Victimisation

- We have a zero-tolerance approach to harassment, bullying, and victimisation within The Adventure Service Ltd. Any such behaviours will be investigated promptly and addressed in line with our disciplinary procedures.
- All complaints of harassment, bullying, or victimisation will be taken seriously, and individuals raising concerns will be protected from retaliation.

Implementation

1. Responsibilities of Management and Staff

- All managers and team leaders are responsible for promoting equality and diversity within their teams and ensuring compliance with this policy.
- All employees and representatives of The Adventure Service Ltd are expected to uphold and adhere to the principles of this policy and contribute positively to an inclusive environment.

2. Recruitment and Employment

- Our recruitment processes are designed to promote equal opportunity and avoid any form of bias. We will ensure all job vacancies are advertised openly and recruitment practices are conducted fairly, assessing candidates solely based on merit and suitability.
- We will provide all employees with the opportunity to access training and career development.

3. Service Delivery

- The Adventure Service Ltd is committed to delivering services that are accessible to all Adventurers, regardless of background or personal characteristics.
- We will work with individuals and support networks to identify any adjustments required to ensure equitable participation in our activities.

Legal Framework

This policy is underpinned by and complies with relevant UK legislation, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Employment Rights Act 1996

Monitoring and Review

We are committed to reviewing this policy annually or as necessary to ensure it reflects current legislation and best practice. The Adventure Service Ltd will assess the effectiveness of this policy by monitoring and reporting on its impact.

Breaches of Policy

Any breach of this policy will be taken seriously and may result in disciplinary action. Instances of discrimination, harassment, or victimisation will be dealt with promptly and fairly.

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