



**Horses for Good**

Helping horses, helping people

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## Horses for Good: Equality and Diversity Policy

The policy relates to staff, volunteers, participants and others at Horses for Good's premises. The Trustees and Management Team will ensure that this Policy is implemented and supported by the rest of the Team.

The 'protected characteristics' referred to in this policy apply to the following:

- Age
- Sex
- Race
- Disability
- Religion and belief
- Pregnancy and maternity
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership

Horses for Good is committed to:

- Eliminating unlawful discrimination, harassment, victimisation and other conduct prohibited under the Equality Act (2010).
- Advancing equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not.
- Ensuring that, wherever possible, everyone has equal access to experiential learning and personal development opportunities.
- Identifying and removing indirect discrimination that may form barriers for some groups by regularly assessing the impact of its policies and practices.
- Ensuring that recruitment, employment, promotion and development opportunities are open to all.
- Challenging personal prejudice and stereotypical views whenever they occur.
- Taking a proactive approach to tackle prejudice and unlawful discrimination.

## Equal Opportunities in Recruitment

Horses for Good is committed to:

- Ensuring that no job applicant, employee or volunteer is discriminated against on the grounds of the protected characteristics and will proactively monitor and review this over time and make changes where required.
- Reviewing recruitment and selection procedures regularly to ensure that no individual is at a disadvantage either directly or indirectly, paying particular attention to the protected characteristics.
- Ensuring that employees and volunteers are given equal opportunity to progress within the organisation. This will be monitored and reviewed on an ongoing basis and changes made where necessary to address any imbalance.

## Equal Opportunities in Learning

Horses for Good believes that every participant has an equal entitlement to learning regardless of academic ability, language, gender, race, disability, sexual orientation, religion or belief, age, pregnancy or maternity, or gender dysphoria.

All forms of individual support, guidance, amenities and facilities will be equally available to all participants, with particular attention given to equality of opportunity across the protected characteristics.

Horses for Good actively encourages an ethos in which all participants feel secure and valued.

## Race

The term 'Race' refers to a person's ethnicity, race, nationality or national origin.

Horses for Good aims to eliminate all forms of racism and racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Horses for Good will not tolerate any form of racism or racist behaviour. Such behaviour will be dealt with in accordance with our Disciplinary Policy and Procedure.

Horses for Good welcomes all minority groups.

## Gender/Sex

Horses for Good is committed to:

- Being vigilant regarding its procedures and materials for gender bias or inequality.
- Providing learning which avoids unnecessary gender divisions.
- Providing all participants with experience in areas traditionally considered to be suitable for a single sex, e.g. animal care, land management, grounds maintenance, etc.
- Ensuring that traditional sexual stereotypes are removed, e.g. by not asking boys to move furniture and girls to tidy up.

## Disability

The term disability applies to a person when they have a physical, mental, neurological, or emotional impairment.

Horses for Good is committed to meeting the needs of participants with disabilities or differences. Its premises is an outdoor equestrian (and other animals) therapeutic and learning environment.

Horses for Good aims to meet the requirements of the Equality Act 2010, which specifies that consideration is given to barriers that may exist to access sessions and how to remove them. All reasonable steps will be taken to ensure that disabled participants are not placed at any disadvantage compared with non-disabled participants.

Facilitators will modify learning/sessions as appropriate for participants with disabilities. For example, by offering alternative activities where participants are unable to meet the physical demands of an activity, use equipment or work with animals safely. Sessions will only be offered where they can be conducted safely for the participant, the facilitator and the horse

in line with risk assessment requirements and horse welfare regulations.

## **Religion and Belief**

Horses for Good respects the religious beliefs and practices of all staff, participants, volunteers, parents/carers and others and will comply with all reasonable requests relating to the accommodation of a recognised religion or belief's observance and practice. This includes respect for lack of religion or belief.

## **Sexual Orientation**

Horses for Good will make no assumption about the sexual orientation of its staff, volunteers, participants or others.

Horses for Good will be supportive of any person undergoing gender reassignment and will ensure that they are protected from bullying or harassment.

## **Pregnancy, Maternity, Paternity and Adoption**

Horses for Good are supportive of staff, volunteers, participants and others who are pregnant and will make reasonable and appropriate adjustments where necessary. Employment protection and workplace arrangements in terms of maternity, paternity and adoption leave are in place, as detailed in the Staff Handbook.

## **Age**

Horses for Good will put procedures in place to ensure that no-one is denied a job, training or promotion or suffers from harassment or victimisation because of their age.

## **Bullying**

Horses for Good is committed to identifying and tackling all forms of bullying and will take 'identity based' bullying related to the protected characteristics seriously, where a person's identity or perceived identity is used as the basis for the bullying.

## Dealing with Allegations

All allegations of discrimination will be taken seriously and Horses for Good commits to investigating them properly and fairly. The outcome of any investigation will be determined under our Disciplinary Policy and Procedure.

Horses for Good will encourage a 'safe environment' where anyone can feel confident to raise these issues and be fully supported and protected throughout the procedures which may follow.

**November 2024**