



HIGH ROPES FOR ALL

High Ropes for All Equal Opportunities Policy

1. Our Commitment

High Ropes for All is a Community Interest Company (CIC) committed to providing equal opportunities to all staff, volunteers, service users, and partners. We aim to create an inclusive environment where everyone is treated with dignity and respect, and where all decisions are based on merit and the ability to perform a role. Our policy is to ensure that no individual is subject to unlawful discrimination on the basis of any protected characteristic.

2. Protected Characteristics

This policy is in line with the Equality Act 2010 and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

3. Scope of the Policy

This policy applies to all aspects of our work, including:

- Recruitment, selection, and training
- Terms and conditions of employment, volunteering, and service use

- Training, career development, and promotion opportunities
- Access to facilities and services
- Working and volunteering environment
- Client and partner relationships
- Dealing with grievances, disciplinary action, and redundancy

4. Types of Unlawful Discrimination

High Ropes for All will not tolerate any form of discrimination, which includes:

- **Direct Discrimination:** Treating someone less favourably because of a protected characteristic. For example, not hiring someone because of their age.
- **Indirect Discrimination:** Applying a provision, criterion, or practice that puts people with a particular protected characteristic at a disadvantage, and which cannot be shown to be a proportionate means of achieving a legitimate aim. For example, a requirement for all staff to work on a specific day of the week that clashes with a religious observance.
- **Harassment:** Unwanted conduct related to a protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them.
- **Victimisation:** Treating someone less favourably because they have made or supported a complaint about discrimination or harassment.

5. Responsibilities

5.1 The Management and Directors of High Ropes for All are responsible for:

- Promoting and communicating this policy to all staff, volunteers, and clients.
- Ensuring that all staff and volunteers understand and comply with the policy.
- Handling all complaints of discrimination and harassment in a sensitive, timely, and confidential manner.

5.2 All Staff and Volunteers are responsible for:

- Adhering to the principles of this policy at all times.
- Not discriminating against, harassing, or victimising other individuals.
- Reporting any instances of discrimination or harassment they experience or witness.

6. Recruitment and Selection

All job and volunteer opportunities will be open to all suitable candidates. Our recruitment process will be fair, transparent, and non-discriminatory. We will:

- Use objective criteria for all roles.
- Advertise widely to attract a diverse pool of applicants.
- Ensure all interviewers are trained in fair selection practices.

- Make reasonable adjustments for disabled applicants to ensure they are not disadvantaged.

7. Complaints and Grievances

Any individual who feels they have been treated unfairly or discriminated against should raise the matter with a member of management. All complaints will be dealt with seriously, confidentially, and promptly. High Ropes for All is committed to taking appropriate action to resolve the issue and prevent future occurrences. There will be no victimisation of anyone who raises a complaint in good faith.

8. Review of the Policy

This policy will be reviewed on an annual basis to ensure it remains relevant, effective, and compliant with current UK legislation.

This policy is a general guide and should be adapted to the specific needs and context of High Ropes for All. It is recommended to seek legal advice to ensure full compliance with UK law.