



Diversity & Equal Opportunities Policy & Procedure

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1. Wild Embers Policy Statement

1.1 Wild Embers are fully committed to respecting and treating everyone fairly, eliminating discrimination and actively celebrating diversity and promoting inclusion.

1.2 Wild Embers expects all of its employees, volunteers and young people to treat each other with respect, courtesy and consideration.

1.3 Wild Embers believe that to create an effective and sustainable community, trust must be built between volunteers, paid staff, trustees and young people alike.

1.4 Wild Embers invites all our people to work together to create an inclusive environment and not to make assumptions about others.

1.5 Wild Embers intends to provide a safe environment in which all who engage with our programmes are able to explore their differences and therefore build inclusive and diverse communities.

1.6 Wild Embers is committed to opposing all forms of discrimination. The organisation will not tolerate discrimination based upon disability, marital or parental status, race (which means colour, race, nationality, ethnic or national origins), sex, sexual orientation, religious belief, irrelevant criminal record, political beliefs, membership of trades unions or age (this is not an exhaustive list).

1.7 Wild Embers meets its responsibilities under the Public Sector Equality Duty (Equality Act 2010) by eliminating discrimination, advancing equality of opportunity, and fostering good relations between groups.

1.8 Wild Embers commits to making reasonable adjustments for children and young people with SEND and neurodiverse conditions, ensuring equal access to provision.

1.9. Reasonable adjustments are made for children and young people with SEND and neurodiverse conditions, ensuring equal access to provision.



2. Scope

2.1 This policy covers all information involving our client group, henceforth referred to as 'young people'.

2.2 This policy applies to all full and part-time paid staff as well as volunteers at Wild Embers, directors and associates. For the purpose of this policy any reference to Wild Embers staff will include all those mentioned above.

3. Definitions

3.1 Protected Characteristics

The following is a list of 'protected characteristics,' these include: disability, marital or parental status, race (which means colour, race, nationality, ethnic or national origins), sex, sexual orientation, religious belief, irrelevant criminal record, political beliefs, membership of trades unions or age (this is not an exhaustive list)

3.2 The definition of discrimination

In a number of areas the law protects employees and discriminatory conduct or omissions are prescribed by Government legislation. There are specific concepts of discrimination that make it clear what is unlawful. These are outlined in points 3.3 to 3.7 of this policy.

3.3 Direct Discrimination

The first area, known as direct discrimination, occurs when an individual is treated less favourably than another person based on a protected characteristic (listed in point 3.1). It does not matter that you may believe you are acting in the interests of the individual or the employee if your less favourable treatment is on one of these grounds. This is because if you would not have treated a person who did not possess that characteristic in the same way this is direct discrimination.



3.4 Indirect Discrimination

Indirect discrimination occurs when a requirement or condition is applied to a staff member and they are not able to meet it because of one of the protected characteristics and which cannot be shown to be objectively justified. This means that if the requirement or condition has a disproportionate affect on the particular group it will be deemed indirect discrimination.

Whilst this concept may appear technical it is of importance since Wild Embers may incur liability if you, in the scope of the duties entrusted to you, apply requirements or conditions that are discriminatory against a particular group.

3.5 Reasonable adjustments

Disability discrimination does not have a concept of indirect discrimination because the legislation goes further and requires Wild Embers to make a reasonable adjustment to seek to take away the disadvantage a disabled person may have in the workplace because of the disability. This means that Wild Embers will consider alternative means by which a disabled person may be able to carry out the job or alternatively whether other steps may be possible.

3.6 Victimisation

Victimisation occurs where an individual is treated less favourably by fellow workers for asserting the rights to fair treatment outlined in sections 1.1 – 1.6 and this would not have happened if these rights had not been asserted.

3.7 Harassment

Harassment is unwanted behaviour 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 that individual. It can be a repeated or single incident.

The following are examples, but do not cover all aspects of harassment:



- Unwanted physical contact
- Verbal abuse
- Displaying offensive pictures or photos
- Humiliating or offensive behaviour
- Secretive or disguised behaviour
- Pressure for sexual favours.
- Pressure to take part in political/religious groups.

4. Diversity & Equal Opportunity policy

4.1 Wild Embers will ensure we work with all who engage with our programmes in a way that is fair and equitable, with positive steps being taken to address the needs of minority and disadvantaged groups.

4.2 Wild Embers will also ensure that everyone working for us is entitled to fair and equal treatment, with positive action being taken to ensure that individuals from minority and disadvantaged groups are able to play a full part in all aspects of service development and delivery.

4.3 Wild Embers will provide training and development opportunities and regular opportunities for all who engage with our organisation the opportunity to explore diversity and inclusion in a supportive and safe environment

4.4 Wild Embers provides nature based sessions for male only participants as part of its offering. Within Wild Embers' mission and values is the strong intention to nurture a positive masculinity, based on gender equality and female and male empowerment.

4.6 Wild Embers is not exclusively a male organisation and Wild Embers is committed to offering equal opportunities to all our staff in every aspect of our organisation.



5. Diversity & Equal Opportunity Procedure

5.1 Each member of Wild Embers is responsible for creating an inclusive environment that is free from discrimination and harassment and for the positive application of this policy.

5.2 Wild Embers will ensure effective implementation of this policy by providing regular opportunities for all who engage with our organisation the opportunity to explore diversity and inclusion in a supportive and safe environment

5.3 Wild Embers will provide training and development opportunities in Diversity & Inclusion. (See Training Section 6 of this policy)

5.4 In the event of a complaint or grievance or any incident relating to Diversity and / or equality, Wild Embers participants are encouraged to follow the processes of complaint and grievance set out in the Wild Embers Complaints and Grievance Policy and procedure. Particular care should be taken to ensure the matter is dealt with sensitively and professionally

5.5 Equality monitoring data is collected and reviewed annually to identify and address gaps in representation and outcomes.

6. Diversity Training

6.1 Wild Embers is fully committed to providing learning and development opportunities for all who engage within our organisation.

6.2 Wild Embers actively encourages all who engage with our programmes to continue building their knowledge and experience of diversity and inclusion by undertaking dedicated diversity training provided through external providers

7. Legislation & Guidance

7.1 Wild Embers is fully committed to meeting our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty to:



- provide equality for all
- promote an inclusive culture
- respect and value the differences of everyone
- prevent discrimination, harassment and victimisation
- promote and foster good relations between individuals and groups

DATE WRITTEN/REVIEWED	WRITTEN BY	APPROVED BY DIRECTORS
20/04/26	Alex Gostwick	Richard Scofield
20/03/25	Alex Gostwick	Richard Scofield
20/03/24	Alex Gostwick	Richard Scofield
20/03/23	Alex Gostwick	Richard Scofield
30/03/22	Alex Gostwick	Richard Scofield
07/09/20	Alex Gostwick	Richard Scofield