

# Equality, Diversity and Inclusion (EDI) Policy

Liberty in the Wild Ltd



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# Equality, Diversity and Inclusion Policy

## Introduction

This policy applies to Liberty in the Wild Ltd and covers all areas of the provision, including The Woodland, The Wilderness and The Wild Meadow.

Liberty in the Wild Ltd is committed to promoting equality, diversity, inclusion and respect throughout all aspects of the provision. We believe every individual should feel safe, valued, respected and supported to achieve their full potential regardless of background, identity, need or circumstance.

Our core values are:

**“Nothing Ventured, Nothing Gained... Never Forgotten.”**

These values underpin our commitment to creating an inclusive environment where difference is celebrated and barriers to participation are actively reduced.

This policy should be read alongside the provision's:

- Safeguarding & Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Staff Code of Conduct
- Complaints Procedure

This policy is reviewed annually.

## 1. Our Vision and Aims for Equality and Diversity

At Liberty in the Wild Ltd, we are committed to treating everyone fairly and with dignity and respect. We recognise that all individuals are unique and may require different levels of support or adjustment in order to access opportunities and achieve success.

We aim to:

- Maintain and promote positive partnerships between the provision, families and the wider community
- Foster an environment built upon honesty, respect, cooperation, inclusion and tolerance
- Help pupils understand the world in which they live and develop respect for the beliefs, values and experiences of others
- Ensure all individuals, regardless of need, background or ability, are included, supported and valued

- Recognise and respond appropriately to the individual needs of pupils, staff and members of the wider provision community
- Promote emotional wellbeing, belonging and positive self-esteem
- Challenge prejudice, discrimination, stereotyping and bullying
- Create a culture where diversity is celebrated and protected

## 2. Equality, Diversity & Inclusion

### 2.1 Equality

Equality is about ensuring fairness, inclusion and equality of opportunity for all individuals. Equality does not necessarily mean treating everyone the same; some individuals may require additional support, adjustments or provision in order to achieve equitable outcomes.

This applies to all members of the Liberty in the Wild Ltd community, including:

- Pupils
- Staff
- Directors
- Trustees and advisors
- Parents/carers
- Volunteers
- Visitors
- Contractors
- Multi-agency professionals

Under the Equality Act 2010, the following protected characteristics are recognised:

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

Liberty in the Wild Ltd will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

We are committed to ensuring that no member of the provision community experiences discrimination, disadvantage or exclusion on the basis of a protected characteristic or any other difference.

Further information regarding protected characteristics can be found via the Equality and Human Rights Commission:

## 2.2 Diversity

Diversity is about recognising, respecting and valuing the differences between individuals and communities. These differences may be visible or non-visible and include experiences, backgrounds, identities, beliefs, abilities and perspectives.

At Liberty in the Wild Ltd, we believe promoting diversity strengthens our provision community and helps create a culture of acceptance, belonging and mutual respect.

We aim to create a provision culture where:

- Everyone feels welcomed and valued
- Differences are respected and celebrated
- Individual needs are recognised and supported
- Positive relationships are promoted
- Opportunities are accessible to all

Our culture is reflected in how we treat one another across the entire provision community, including pupils, families, staff, advisors and visitors.

## 2.3 Inclusion

Inclusion is at the heart of Liberty in the Wild Ltd's ethos and practice. We believe all children and young people should feel safe, valued, respected and able to participate fully in provision life regardless of their needs, background, identity, experiences or abilities.

We recognise that some pupils may require additional support, adaptations or personalised approaches in order to access learning, build relationships and achieve positive outcomes.

Liberty in the Wild Ltd is committed to:

- Creating an environment where all pupils feel a sense of belonging
- Removing barriers to participation and engagement
- Providing flexible and individualised approaches to learning and support
- Promoting emotional wellbeing, regulation and positive relationships
- Supporting pupils with SEND, SEMH needs, trauma experiences or medical needs
- Making reasonable adjustments where required
- Working collaboratively with families and external professionals
- Encouraging pupil voice and participation in decision-making
- Ensuring all pupils have equal access to opportunities, experiences and support

We recognise that inclusion extends beyond education and includes emotional wellbeing, social development, communication needs, physical accessibility and positive participation within the wider provision community.

Our therapeutic, relational and child-centred approach supports pupils to feel understood, respected and empowered to achieve their potential.

### **3. Purpose and Scope of the Policy**

This policy outlines Liberty in the Wild Ltd's commitment to promoting equality, diversity and inclusion throughout the provision.

We recognise that equality and inclusion extend beyond the protected characteristics identified within legislation. We are committed to removing barriers, promoting accessibility and ensuring that individuals are always treated fairly and respectfully.

We promote equality and diversity by:

- Providing an inclusive and adaptable learning environment
- Making appropriate adjustments to teaching approaches and resources
- Supporting pupils' emotional wellbeing and mental health
- Using therapeutic approaches, including play therapy and drawing and talking interventions where appropriate
- Delivering a curriculum that promotes understanding, respect and positive representation of diversity
- Challenging prejudice, stereotyping, discriminatory language and behaviour
- Monitoring equality objectives and reviewing provision practices regularly
- Ensuring policies and procedures remain accessible and inclusive

This policy applies to:

- Directors
- Trustees and advisors
- Staff
- Pupils
- Parents/carers
- Visitors
- Volunteers
- Work experience students
- Multi-agency professionals
- Contractors

This policy will be made available through the provision website or in an alternative format upon request.

### **4. Roles and Responsibilities**

All members of the Liberty in the Wild Ltd community have a responsibility to uphold the principles of equality, diversity and inclusion.

Everyone is expected to:

- Treat others with dignity and respect
- Promote inclusive behaviour and language

- Challenge discriminatory behaviour appropriately
- Report concerns relating to discrimination, bullying or harassment
- Support the creation of a safe and inclusive environment

Liberty in the Wild Ltd will:

- Ensure all stakeholders are aware of this policy and their responsibilities
- Provide appropriate training and updates for staff
- Ensure pupils understand expectations regarding inclusion and respectful behaviour
- Monitor equality objectives and provision practices regularly
- Review policies and procedures to ensure compliance with legislation and best practice

The Directors are responsible for:

- Overseeing the implementation of this policy
- Monitoring equality objectives and related actions
- Reviewing incidents, complaints and concerns relating to equality and diversity
- Ensuring appropriate action is taken where necessary

## **4.1 Breaches of Policy**

Liberty in the Wild Ltd views any form of discrimination, harassment, victimisation or prejudice as unacceptable.

Any alleged breach of this policy will be investigated appropriately by the Directors or, where necessary, the Advisory Board.

Breaches of this policy may result in:

- Behaviour interventions
- Disciplinary action
- Removal from the premises
- Referral to external agencies where appropriate

Serious incidents may also constitute safeguarding concerns and will be managed in accordance with the Safeguarding & Child Protection Policy.

## **5. Monitoring and Review**

Liberty in the Wild Ltd recognises its responsibilities under the Equality Act 2010 and will monitor equality-related information and objectives regularly.

The provision will review this policy annually to ensure it remains effective, compliant and reflective of the needs of the provision community.

Monitoring may include consideration of:

- Bullying and behaviour incidents

- Attendance and engagement
- Participation in activities
- Accessibility and inclusion
- Complaints or concerns relating to equality and diversity
- Staff training and development needs

## **6. Bullying, Harassment and Diversity Incidents**

### **6.1 Pupils**

Liberty in the Wild Ltd believes all pupils have the right to feel safe, respected and valued for who they are.

Bullying, harassment or discriminatory behaviour relating to a protected characteristic, perceived characteristic or association with a protected characteristic is unacceptable.

Incidents involving prejudice-based bullying or discriminatory behaviour will:

- Be recorded and investigated appropriately
- Be addressed in line with the Behaviour and Anti-Bullying Policies
- Include appropriate support for those affected
- Include interventions to reduce the likelihood of recurrence

### **6.2 Staff, Advisors and Visitors**

Liberty in the Wild Ltd views discrimination, harassment or victimisation by adults as serious misconduct.

Any such behaviour may result in disciplinary action, removal from the premises or referral to external agencies, including the police where appropriate.

## **7. Equality and Diversity Complaints**

Liberty in the Wild Ltd takes all complaints relating to equality, diversity and inclusion seriously.

Complaints will be managed in accordance with the provision's Complaints Procedure.

Complaints may be made to:

- The Directors
- The Chair of the Advisory Board

The Complaints Procedure will be available via the provision website or in an alternative format upon request.