



**Hampshire
Outdoors**
Participation & Lifelong Learning

Hampshire Outdoors Bikeability

Hampshire County Council
Equality & Diversity Policy

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1.0 Introduction

- 1.1 This policy refers to all programmes delivered by Hampshire Outdoors and/or sub-contracted Hampshire Outdoors providers.
- 1.2 We welcome and value all learners and staff regardless of individual differences in age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation. We recognise that everyone has different needs, and we want to be able to respond to those needs. We seek to provide accessible and inclusive learning environments that are relevant and meaningful to everyone. Only by building equality and diversity into every aspect of our work will we create a truly person-centered and responsive service that meets the needs and aspirations of all groups within our society.
- 1.3 Hampshire Outdoors also encompasses the wider Hampshire County Council corporate [Equality and Diversity Inclusion](#) practices ensuring that all people in Hampshire enjoy being part of strong, inclusive communities, and that it continues to be an inclusive employer with a diverse workforce.
- 1.4 The County Council will support the aims of the Equality Duty by seeking to:
- ensure that services are inclusive and diverse, proactively increasing understanding between and within communities
 - attract and retain a diverse workforce, with equal opportunities for career progression
 - ensure zero tolerance of harassment, discrimination, bullying and abuse, dealing effectively with incidents when they occur.

2.0 Our vision for equality

- 2.1 Hampshire Outdoors vision for equality is one where we:
- create opportunities for all to participate as equal citizens and to realise their full potential, by providing a responsive and accessible service
 - promote equality and inclusion
 - treat everyone with dignity and respect, whatever our differences
 - promote positive attitudes and good relations between people of different groups
 - recognise the impact of prejudice, discrimination, harassment, and social exclusion on peoples' lives and ultimately society, and therefore
 - recognise that we all have a role to play in challenging and eradicating prejudice, discrimination, and harassment, dismantling attitudinal and cultural barriers and actively working towards equality and inclusion
- 2.2 We will continue to reach out to those who are at greatest disadvantage and risk of social exclusion. Our vision provides the underpinning approach to this equality and diversity policy.

3.0 Equality Responsibilities



- 3.1 Hampshire Outdoors has a responsibility (statutory equality duty) to consider how its policies or decisions affect people who are protected under the [Equality Act 2010](#).
- 3.2 The characteristics which are covered under the equality act are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 3.3 All members of our service and providers have an individual responsibility to treat people fairly, to be inclusive of colleagues and other service users.
- 3.4 When we talk about Equality and Diversity we mean:
- Equality** = *Fairness*, everyone has the right to fair and equal treatment.
Diversity = *Difference*, everyone has the right to be different and we have a responsibility to respect the rights of others.
- 3.5 This policy sets out our commitment to equality and social inclusion for Hampshire Outdoors' learning provision. It is based on the core principles that its effectiveness will be determined by:
- active involvement with key stakeholders
 - pro-active leadership
 - prioritising activities that produce specific, tangible improved outcomes.
- 3.6 Through our Equality and Diversity practices we will:
- encourage engagement to improve practice
 - help identify barriers facing individual equality groups and develop actions to address these, appropriate to local need
 - ensure a shared understanding of equality and facilitate the sharing of best practice
 - ensure that equality and inclusion issues are addressed in a systematic and strategic manner.
- 3.7 In practical terms, this equality policy will be integrated into self-assessment and the continuous quality improvement cycle. It will help drive forward continuous improvement in equality and deliver the culture change necessary to lead equality and inclusion through all Hampshire Outdoors policies and practice. Monitoring of equality and diversity activities will take place via quality monitoring visits, lesson observation processes and through learner feedback.

4.0 Hampshire Outdoors Commitment to Equality and Diversity

- 4.1 Hampshire Outdoors aims to:
- Actively promote equality and diversity within our policies, procedures, practices, plans and activities
 - widen participation and increase access to education, training, and employment



- recognise that equality of opportunity is not additional or marginal to our activities, but central to the efficiency and development of Hampshire Outdoors as an employer and as a provider of education and training
- create a visibly diverse and inclusive service which values and celebrates difference and enables all our learners and apprentices to succeed
- promote good relations between individuals and between groups, ensuring that harassment and discrimination are not tolerated under any circumstances
- offer a distinctive and responsive curriculum that provides our learners and apprentices with the knowledge, skills and understanding they need to fulfil themselves, to live in and contribute to a global society and to work in a competitive global economy
- provide teaching, learning and assessment methods, support and resources that meet the individual needs of learners and apprentices
- ensure that staff understand the significance of equality and diversity, and know how to implement these in their work
- ensure that procedures for challenging all forms of discrimination, harassment and unacceptable behaviour are widely promoted
- monitor and evaluate the impact of policies, procedures, practices and plans in relation to equality and diversity

Hampshire Outdoors is committed to equality of opportunity for all learners, including those with disabilities or learning difficulties. We aim to provide appropriate support to enable learners to benefit from their studies, and intend to continue developing such provision within the guidelines of the Disability Discrimination Act (as amended by the Special Educational Needs and Disability Act 2001) and The Children and Families Act 2014

[HA Disabilities Statement](#) provides an outline to the support packages available and designed to meet the needs of the individual and enable students to maximise their potential. All reasonable adjustments to provision will be made to ensure that disabled students and other disabled people are not substantially disadvantaged

5.0 Implementation

5.1 Successful implementation of equality and diversity will depend on a partnership with all of those involved, and will include:

- Hampshire Outdoors providing direction and support to actively promote equality and social inclusion
- Senior Management Team (SMT) demonstrating commitment to equality by promoting equality and social inclusion with their everyday role, for themselves, their staff and their service
- all staff and learners recognising that they have a role in dismantling organisational barriers to ensure that every person has the opportunity to fulfil their potential, regardless of individual differences such as age, disability, ethnicity, gender, sexual orientation, religion or belief, background or personal circumstances



- all staff and learners taking equality and inclusion forward, supporting all managers to implement the guidelines in this policy and making themselves accountable through the staff performance management system and the self-assessment process

6.0 Responsibilities

- 6.1 Adult and community, young peoples' and apprenticeship learning courses should be available in inclusive and accessible settings. Teaching and learning should be personalised to meet the needs of individual learners, including those from under-represented or disadvantaged groups. For example, tutors should use a range of strategies and teaching styles that are sensitive to individual needs.
- 6.2 Hampshire Outdoors members of the Senior Management Team (SMT) are committed to ensuring equality and diversity are promoted throughout the provision, and discrimination is tackled. SMT provides the strategic steer for the Equality Policy by:
- providing a clear vision for and shared understanding of equality and diversity throughout Hampshire Outdoors
 - creating a learning and working environment for staff, learners and apprentices which is free from discrimination
 - challenging and eradicating inequality and discrimination
 - providing high quality and responsive provision, services and support that meet the needs of staff and learners
 - providing an environment in which it is safe to disclose and difference is respected
 - embracing and celebrating the diversity of learners, staff, and local communities

Hampshire County Council is responsible for ensuring that Hampshire Outdoors complies with all current equalities' legislation.

- 6.3 The Hampshire Outdoors Senior Management Team (SMT) team have responsibility for ensuring that managers and staff within their areas of responsibility deliver high quality provision, support and services that meet the needs of staff, learners and, promote equality and diversity and eradicate discrimination.
- 6.4 All managers are responsible for ensuring that the staff they manage have a clear vision and shared understanding of what we are aiming to achieve through its Equality policy.
- All staff and managers are responsible for ensuring that:
- Discrimination is eliminated
 - Equality and diversity are promoted in all activities
 - Provision, services, and support are responsive to the individual needs of learners, apprentices, staff, and service users
 - Targets for improvement are achieved



6.5 Hampshire Outdoors SMT will continue to raise awareness of this policy and the benefits it brings to all aspects of our work by:

- Increasing the profile and awareness of equality and diversity for all
- Increasing learner awareness of equality and diversity through promotion in its surveys, course handbooks, induction, tutorials, subject lessons etc.
- Training and development of staff in the skills needed to promote equality and diversity to carry out the requirements it encompasses and ensuring all staff including Bikeability instructors have access to this policy and understand it. Policies will be sent out annually after they have been updated and instructors need to confirm they have read and understood them.
- Continuing to build equality and diversity into its course reviews and self-assessment
- Measuring, monitoring, and improving the impact of equality and diversity through the success rates of all our learners

7.0 Monitoring and Audit

The contents of all policy and procedures will be monitored regularly by Hampshire Achieves Performance Management Group (PMG). Policies and procedures will be kept updated in accordance with any mid-year changes in the law, regulations, or changes to the Services' provision, with updates approved by PMG.

In addition, an annual cycle of internal policy compliance/audits defined by Senior Managers will provide the assurance of the overall effectiveness of the Services ethos, policies, and procedures, and will confirm operational effectiveness, and compliance with our own quality assurance framework and any relevant laws or regulations.

7.1 Hampshire Outdoors will conduct comprehensive and effective monitoring of its policies, procedures, plans and practices through the collection and analysis of data. Correspondingly by the recognised equality measures which will be undertaken on the following procedures for learners and apprentices

- Applications made, offers made, enrolment, course and subject sector recruitment and views of disabled applicants
- Recruitment, retention and achievement rates by disability, level, and subject sector area
- Attendance
- Bullying and harassment
- Disciplinary action

8.0 Review

8.1 This policy will be reviewed annually in accordance with legislative developments and in line with best practice. Where any changes are required



these will be applied and ratified at PMG. A summary of all changes will be kept as part of the PMG meeting notes.

- 8.2 This equality and diversity policy is not a substitute for the law and will not automatically ensure compliance with the duties at all levels. Staff should always comply with their legal obligations as previously stated in the Equality Act 2010. Further information on the requirements of equality legislation can be found at www.equalityhumanrights.com.

If you have any queries or would like advice on implementing this policy, please contact:

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