



- All participants will be given the opportunity to participate in all Forest school activities regardless of age, ability, race, sexual orientation, religion or gender. Forest school is designed to ensure ALL participants have the opportunity to reach their full potential.
- The Forest School programme promotes children's right to develop a sense of autonomy and independence through encouragement and trust.
- All participants will be respected and their individuality and potential recognised, valued and nurtured. Forest School is an environment free from prejudice and discrimination.
- Children with exceptional needs will be admitted to the Forest School programme after consultation between parents, manager and Forest school practitioners. The Forest School programme will recognise the wide range of special needs of children and will consider what part it can play in meeting these needs and also embrace differences using them as a platform to access different ways of learning for all participants.
- All participants should be adequately dressed to ensure that they are able to take part in all Forest School activities

**Equality values:**

- Every person will be valued, enjoyed and celebrated
- Inclusion runs through and is embedded in all Forest School activities
- Forest School sessions will create a secure, accepting and inclusive environment, in which children can flourish and develop
- Stereotyping is actively discouraged to ensure that children feel free to explore and play as they choose, without feeling restricted
- Discrimination and exclusion will always be challenged A vast majority of the activities and experiences on offer can be adapted to suit the different needs of participants, and in order to do this effectively, it is sometimes necessary to work in partnership with the home school and families to decide on how best to meet individual participant's needs. Due to the nature of the site, we are able to include those learners with physical disabilities particularly at the 'Allotment site', however the 'Duck pool Drove' site is under development and therefore will be able to offer such facilities in the future. To ensure the full involvement of the learner in the session, we will seek to employ extra staff to fully support participants if and when necessary.

We do not unlawfully discriminate in line with the Equality Act 2010 protected characteristics

**We aim to:**

- Encourage equality, diversity and inclusion
- Create an environment free of bullying, harassment, victimisation, unlawful discrimination, promote dignity and respect for all
- Ensure staff everyone is valued
- Ensure staff understand that they themselves will be held liable for acts of bullying, harassment, victimisation, unlawful discrimination, sexual acts and other such acts will be dealt with under the grievance and/or disciplinary procedures and that serious misconduct can lead to dismissal and informing of the Forest School association or specific association, body or service it legally relates to including the police or social services amongst others.
- Provide opportunities for training, development, progress available to staff for their ongoing CPD, legislative training, and special interests within outdoor education and working with children.

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