



WildNurture CIC

Discover, Explore, Thrive in Nature's Classroom



DISCOVER
EXPLORE
THRIVE IN NATURE'S CLASSROOM

Equality and Diversity Policy 2025/26

Equality and Diversity Policy for Wild Nuture

Policy Statement

Wild Nuture Forest School is committed to promoting equality, diversity, and inclusion in all aspects of our operations. We aim to create an environment where everyone feels valued, respected, and able to participate fully, regardless of their background or personal characteristics.

Legal Framework

This policy is based on the following legislation:

Equality Act 2010

Human Rights Act 1998

Special Educational Needs and Disability Regulations 2014

Protected Characteristics

We recognize and respect the protected characteristics as defined by the Equality Act 2010:

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

Aims and Objectives

Our Forest school aims to:

- Eliminate discrimination, harassment, victimization, and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Addressing Discrimination

We have a zero-tolerance approach to discrimination, harassment, or bullying. Any incidents will be:

- Taken seriously and investigated promptly
- Dealt with according to our disciplinary procedures
- Used as learning opportunities to prevent future occurrences

Monitoring and Review

We will:

- Regularly collect and analyze equality data
- Review this policy annually
- Consult with stakeholders from diverse backgrounds to ensure our approach remains effective and relevant



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Implementation

Curriculum and Activities:

- Ensure our curriculum and activities promote diversity and challenge stereotypes
- Provide materials that reflect diverse communities and cultures
- Adapt activities to ensure all children can participate fully

Staff and Volunteers:

- Recruit from a diverse range of backgrounds
- Provide equality and diversity training for all staff and volunteers
- Ensure fair and transparent promotion and development opportunities

Accessibility:

- Make reasonable adjustments to accommodate children with disabilities
- Ensure our facilities are accessible to all
- Provide information in accessible formats when required

Language and Communication:

- Use inclusive language in all communications
- Provide translation services when necessary
- Be sensitive to different cultural communication styles

Responsibilities

All staff and volunteers must:

- Promote equality and diversity in their work
- Challenge and report discriminatory behavior
- Participate in equality and diversity training

Leadership Team:

- Ensure the policy is implemented effectively
- Set equality objectives and monitor progress
- Lead by example in fostering an inclusive environment

Complaints

Any person who believes they have been treated unfairly or discriminated against should report their concerns to [Designated Person/Role]. All complaints will be handled confidentially and in accordance with our complaints procedure.

Positive Action

We may take positive action to address underrepresentation or disadvantage in specific areas, in line with the Equality Act 2010.

Partnerships

We will work with parents, community groups, and other organizations to promote equality and diversity and to share best practices.

