



Equality & Diversity Policy

Aims

The Pony Paddocks is accessible to children & young people who are looking for a safe space to develop holistically via nature-based or animal assisted activities, including people with behavioural challenges, mental health problems and learning difficulties. We aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Accessibility

Unfortunately, our venue is not yet accessible to wheelchair users. However, we are currently looking into how we can improve our disabled access and facilities.

Diversity

We aim to ensure our provision suits the interests and meets the needs of a wide variety of people.

Inclusion and Respect

Every client of The Pony Paddocks should be made to feel equally welcome and included at all sessions and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place at The Pony Paddocks.

Dealing with Discrimination and Harassment

If any participant feels they have been discriminated against by The Pony Paddocks or harassed during a session or event they should raise this with Roisin Whyte.

Roisin Whyte will investigate the complaint, listening to all everyone involved.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the company as a whole, the company must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

The Pony Paddocks can decide to exclude a person from sessions or events due to discriminatory or harassing behaviour. The Pony Paddocks will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.