

Equality and Diversity Policy

Aims

PowerWood CIC believes that no child, individual, or family should be excluded on the grounds of age, gender, health, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to access support from, or volunteer to help with, PowerWood should have an equal chance to do so. We recognise the nine protected characteristics, as defined in the Equalities Act 2010.

Due to the nature of our land-based activities, it may be difficult for wheelchair users to access activities there. Compost toilets are accessed by steps and are not accessible for people with mobility problems.

Positive action

PowerWood exists to support families with non-neurotypical individuals, who may find it difficult to access support elsewhere. Involvement is limited to these families, as they are under-represented in wider society. Those with additional special educational needs or disabilities are welcomed and included where possible.

Employment

PowerWood will appoint the best person for each job and will treat fairly all applicants. No applicant will be rejected on grounds that contravene this Policy Statement. Commitment to implementing the Equal Opportunities Policy will form part of the job description of all Centre workers, paid or unpaid.

Families

PowerWood offers as flexible payment system as is possible to account for families of differing means.

Neurodiversity

PowerWood celebrates neurodiversity as a positive force for change in society. However we recognise that our over-excitabilities can at times be challenging for ourselves and for one another. Our aim at all PowerWood activities is for people to feel comfortable being who they are, in a non-judgemental and accepting environment. Care is taken over how activities are organised and communicated, to acknowledge the needs of those who access our support.

Discriminatory Behaviour/Remarks

This is unacceptable at PowerWood activities. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Harassment

We recognise that some people experience unwanted behaviour, associated with protected characteristics. This is harassment and should always be challenged and taken seriously. Staff, volunteers and participants should feel confident that they can report any incidences of harassment and that steps will be taken to ensure it does not continue.

Language

Information, written and spoken, will be clearly communicate. Bilingual/multilingual children and adults are an asset, they will be valued and their languages recognised and respected. We are mindful that some people find written language challenging, and seek to be as clear and concise as we can, avoiding metaphor or humour, when using written materials for staff, volunteers or participants.