Equal Opportunities & Diversity Policy

Ascend Adventure

Ascend Adventure is committed to promoting equality, diversity and inclusion in all areas of its work. We aim to create an environment in which everyone is treated with dignity and respect, and where difference is recognised, valued and celebrated.

We do not tolerate discrimination, harassment or victimisation in any form and are committed to providing fair and inclusive services, opportunities and workplaces.

Scope

This policy applies to:

- Employees and directors
- Volunteers and sessional workers
- Participants and service users
- Partners, contractors and external agencies
- Members of the public engaging with our work

Our Commitment

Ascend Adventure is committed to:

- Providing equal access to services and opportunities
- Treating individuals fairly and with respect
- Actively working to remove barriers to participation
- Making reasonable adjustments where required
- Challenging discrimination and inequality

We value individuals regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other protected characteristic.

Legal Framework

This policy is informed by and complies with the **Equality Act 2010**, which protects individuals from discrimination, harassment and victimisation.

Service Users

Ascend Adventure is committed to delivering services fairly and inclusively. Where services cannot be offered to everyone, selection criteria will be clear, fair and

proportionate. We will take reasonable steps to ensure our activities are accessible and inclusive, particularly for individuals facing disadvantage or additional barriers.

Staff, Volunteers and Directors

We are committed to fair and transparent recruitment, selection and development processes based on skills, experience and suitability for the role. No individual will be treated less favourably on the basis of a protected characteristic.

Reasonable Adjustments

We recognise our duty to make reasonable adjustments for disabled individuals and others who may require additional support to participate fully in our activities, services or employment.

Complaints and Concerns

Any concerns or complaints relating to discrimination or unequal treatment will be taken seriously and addressed promptly.

- Staff and volunteers should raise concerns with the Directors
- Service users may raise concerns through our complaints procedure

No individual will be treated unfairly for raising a concern in good faith.

Monitoring and Review

Ascend Adventure will keep this policy under regular review to ensure it remains effective, relevant and reflective of best practice.