

# Hakeford Woods

## Equal Opportunities and Inclusion

Hakeford Woods is committed to equal opportunities for all and we wish to provide an environment in which all participants feel equally valued. Our policies help to ensure that we promote the individuality of all participants and give every individual the opportunity to achieve the highest standards, irrespective of ethnicity, attainment, age, disability, gender or background. We will work to remove the barriers to learning and participation that may hinder or exclude individual participants or groups of participants. We will work to provide all of our participants with opportunities to succeed and reach the highest levels of personal achievement.

When planning a visit, we will request information from schools/groups about any participants with access or medical requirements. This will allow us to ensure that they can be fully included in the programme. Where necessary, we will adapt activities to ensure that everyone can participate and, where possible, we will keep spare sets of appropriate clothing to ensure that weather conditions do not present a barrier to full involvement.

We will:

- Ensure that all participants have equal access to planned activities.
- Employ a range of learning styles, including practical activities and collaborative learning, this will show participants the value of working together.
- Seek to involve all parents and carers in supporting the education of children and young people.
- Take the ability, preferences and performance of all participants into account when planning future learning activities and setting challenging targets.
- Make the best use of resources available at the learning site to support the learning of all groups of participants.

Hakeford Woods Staff will work to ensure that all participants:

- Feel secure in the activities and know that their contributions are valued.
- Appreciate and value the differences in others and respect the contributions of all.
- Take responsibility for their own actions.
- Participate safely in the activities, in clothing that is appropriate to their religious beliefs.
- Work in groups that allow them all to experience success.
- Use materials and resources that reflect a range of cultural backgrounds, learning styles and linguistic needs, without stereotyping.
- Have a common curriculum experience that ensures accessibility to students with a range of different learning styles and preferences.
- Have challenging targets that enable them to succeed.
- Are encouraged to participate fully, regardless of disabilities or medical needs.

To ensure that participants are able to partake fully in our activities we ask that participants and parents/carers consider the suitability of their clothing for outdoor activities and be aware that they are likely to finish the session with wet or muddy clothes.

Individuals with medical needs or disabilities will be helped to enable them to take part fully in each Forest School session.

Individuals with challenging behaviour will be risk assessed and may need one to one supervision but we believe that their entitlement to participate in activities remains the same as all other participants.

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Approved



Stuart Young (Managing Director)

Adopted on (24/11/2022) Review Date (24/11/2023)