

EDI Policy

Stomping Grounds Forest School CIC is committed to encouraging equality, diversity and inclusion among its workforce and service users, and against unlawful discrimination. Stomping Grounds is aware of the traditional people (white, middle class, cisgender men) that engage in outdoor learning and wishes to create a positive environment for equality, diversity, and inclusion with its service users and workforce.

Our aim is to be fully representative of the full diversity of the areas which we serve, and each learner to feel empowered to take part fully in activities.

Stomping Grounds Forest School CIC is committed against unlawful discrimination of the public.

This policy's purpose is to:

- Oppose all forms of unlawful discrimination
- Following the Equality Act 2010, not unlawfully discriminating due to any protected characteristics such as age, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, by working to create a fair and respectful environment for employees and service users.

Stomping Grounds Forest School CIC commits to:

- Encourage equality, diversity and inclusion in the workplace, as it makes business sense and is good practice
- Create an environment which is free of bullying, harassment, victimisation and unlawful discrimination, promoting respect, dignity and an environment where peoples differences are celebrated, and contributions are recognised and appreciated.
- Take allegations of bullying, harassment, victimisation and unlawful discrimination seriously, whether made by employees, service users, or someone else.
- Make hiring from diverse backgrounds a priority, so for every man who gets an interview, someone of a marginalised gender also gets an interview, so marginalised people are not overlooked for opportunities
- Increase representation of ethnic minorities and diverse genders on social media in order to show the public and potential customers that the CIC actively pursues EDI with its service users and employees
- Our site accessibility is an important issue in ensuring people from all backgrounds can access our services, so we are pursuing the acquirement of a minibus so that people who use public transport can access sites

- Re-start our pre-Covid car-sharing initiative, again to ensure access is possible for all groups
- As part of our Positive Action programme, we use trade profits to give 10% of our spaces free to excluded groups
- We are monitoring our attendees against the local diversity statistics, in an attempt to make ourselves representative of the areas we serve, aiming in the long term to overrepresent marginalised groups

We will review how we are meeting our aims annually, and use this policy as a guide to how to meet these aims and go beyond.