

Date of issue	2012	Reviewed	Sept 2026	Next review	Sept 2028	Approved by	Children's Committee
For	Employees, volunteers, students, visitors, members, referrer						

Ride High Equality, Diversity and Equal Opportunities Policy

1. Purpose

Ride High is committed to creating a fair, inclusive and respectful environment where everyone is treated with dignity and has equal opportunity to participate, contribute and thrive.



Equality, diversity and inclusion are integral to all aspects of our work, including service delivery, employment, volunteering, governance, partnerships and community engagement. We celebrate the diversity of the communities we serve and recognise the value that different backgrounds, experiences and perspectives bring to our organisation.

This policy sets out Ride High's commitment to preventing discrimination, advancing equality of opportunity, promoting inclusion and complying with all relevant legislation, including the Equality Act 2010, Human Rights Act 1998, employment law and safeguarding requirements.

2. Scope

This policy applies to all trustees, employees, volunteers, contractors, consultants, agency workers, apprentices, placement students, service users and partner organisations working with or on behalf of Ride High.

3. Our Commitment

Ride High will:

- Treat all people fairly, respectfully and with dignity.
- Promote equality of opportunity in employment, volunteering, governance, procurement and service delivery.
- Foster an inclusive culture where differences are valued and respected.
- Take reasonable steps to remove barriers to participation and access.
- Make reasonable adjustments for disabled people wherever practicable.
- Challenge and prevent discrimination, harassment, bullying, victimisation and exclusion.
- Ensure decisions relating to recruitment, selection, promotion, training and progression are based on merit, skills and organisational need.
- Protect children and young people from bullying, harassment, abuse, exploitation and all forms of inappropriate treatment.
- Monitor equality and inclusion practices and act where improvements are identified.

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Ride High operates a zero-tolerance approach to discrimination, harassment, bullying, victimisation, sexual harassment and hate-related behaviour.

4. Protected Characteristics

In line with the Equality Act 2010, no one will be disadvantaged, excluded or treated less favourably because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Ride High will also seek to reduce barriers arising from social background, caring responsibilities, socio-economic circumstances, political opinion, trade union membership or other factors that may limit inclusion and opportunity.

5. Access to Services

Ride High aims to provide services that are accessible, inclusive and responsive to individual needs.

Children and young people who meet programme eligibility criteria will be considered fairly and consistently in accordance with relevant organisational policies. Participation decisions will be made on an individual basis, taking account of the child's needs, safety and wellbeing, the welfare of horses and the safe operation of activities.

Where reasonable adjustments can be made, Ride High will work with children, young people, families and professionals to support participation. Where participation is not possible due to safety, welfare or operational considerations, Ride High will explain its decision and, where appropriate, signpost alternative services or specialist providers.

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6. Discrimination, Harassment and Bullying

Ride High will not tolerate:

- Direct or indirect discrimination
- Discrimination arising from disability
- Discrimination by association or perception
- Harassment, including sexual harassment
- Bullying
- Victimisation
- Hate-related behaviour

Any concerns, allegations or complaints will be treated seriously and investigated promptly, fairly and confidentially through the appropriate procedures, including safeguarding, complaints, grievance, disciplinary or whistleblowing processes.

Individuals raising concerns in good faith will not be victimised as a result.

7. Reasonable Adjustments

Ride High is committed to removing barriers for disabled employees, volunteers, trustees, applicants and service users.

Requests for support or adjustments will be considered on an individual basis, taking account of personal circumstances, available resources, legal obligations and health and safety requirements. Advice may be sought from relevant professionals where appropriate.

8. Responsibilities

Everyone associated with Ride High is responsible for supporting the principles of this policy by:

- Treating others with dignity, courtesy and respect.
- Promoting an inclusive environment.
- Challenging inappropriate behaviour where appropriate.
- Ensuring their conduct does not discriminate against, harass or victimise others.
- Complying with this policy and related procedures.

Managers and leaders are expected to lead by example, promote good practice and ensure fair decision-making.

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The Board of Trustees holds overall responsibility for this policy. Day-to-day implementation rests with the Chief Executive Officer and Senior Management Team, with oversight from the Children's Committee on matters relating to equality, inclusion and safeguarding.

9. Training and Communication

Ride High will ensure that:

- This policy is made available to staff, volunteers, trustees and service users.
- Equality, diversity and inclusion responsibilities are covered during induction.
- Appropriate training is provided and refreshed as required.
- Equality and inclusion commitments are communicated through organisational policies, communications and public information.

10. Monitoring and Review

Ride High is committed to continuous improvement in equality, diversity and inclusion.

Where appropriate and lawful, equality information may be collected and analysed to identify barriers, improve accessibility, monitor workforce diversity and assess the effectiveness of policies and practices. All personal data will be managed in accordance with data protection legislation and Ride High's Privacy Policy.

This policy will be reviewed every two years, or sooner if required by changes in legislation, guidance or organisational need.