

Horse Enhanced Psychotherapy and Learning (HELP) at Top Farm

EQUAL OPPORTUNITIES POLICY

Name of Organisation: HELP at Top Farm

Venue/address for which policy applies: Top Farm, Pentre Fron Road, Coedpoeth, Wrexham, LL11 3BU

Date of last review: 1 March 2022

Date of next review: 1 March 2023

Name of author: Kirsty Sanderson

Policy Statement

HELP at Top Farm is committed to implementing and promoting equal opportunities in its activities, services and practice. Discrimination can impede the work we do and will not be tolerated in any form including:

- Race
- Colour
- Gender
- Sexual orientation or identity
- Ethnic or national origin
- Disability
- Partnership status
- HIV or AIDS status
- Age
- Political or religious belief
- Trade union activity
- Socio-economic background

Policy Aim

Prevention and management of any discrimination.

Responsibilities

If any service user staff member or volunteer feels that they have been, or are being discriminated against, in any way, they are entitled to pursue the matter with myself.

Procedure

- If the problem cannot be resolved between parties, it should be reported to the Director.
- The Director will then seek professional advice on how to effectively manage the problem.
- Parties will be kept up to date with progress and of the outcome.



Horse Enhanced Psychotherapy and Learning (HELP) at Top Farm

EQUAL OPPORTUNITIES POLICY

Disabled Access

HELP at Top Farm will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access.

Use of Language

Staff, volunteers and service users should avoid and challenge the use of language which, in any way, belittles anyone

Sexual Harassment

No staff, volunteer or service user should be subject to sexual harassment. This is interpreted as unwanted behaviour of a sexual nature including:

- verbal sexual abuse
- physical contact
- repeated remarks which an individual finds offensive

If it has been made clear to the person concerned that their behaviour is unwelcome and they persist with it, then the service user, staff member or volunteer who is the recipient of the behaviour will be entitled to make a formal complaint.

