



BOVINGTON HOLIDAY ADVENTURE CLUB

## Equality and Diversity Policy

B.W.O is fully committed to accepting and embracing people's differences and creating an environment in which all can thrive and contribute. No individual is excluded simply on the grounds of status and B.W.O believes in providing equality of opportunity for all, wherever possible, irrespective of gender, marital status, parental status, colour, race, ethnic origin, nationality, religion, or age.

B.W.O employees are drawn from wide ranging backgrounds and cultures and as an organisation we recognise the importance of bringing many different beliefs and cultures together in order to educate the young people that we work with about diversity and the positive effect this diversity can have on community harmony. All of our staff and volunteers are equally committed to the positive promotion of equal opportunities for young people. The ethos of B.W.O is firmly embedded in positive, non-discriminatory participation for all young people and whenever we encounter a young person who needs more support than we can professionally provide, we ensure that we work with other organisations that can provide a more specialist service, so that the best possible outcome can be achieved for the young person.

Bovington Wild Ones values the diversity of all communities. We want our services, facilities and resources to be accessible and useful to every individual. The company endeavours to provide equality of access to its service by, wherever possible, minimising the barriers to access. Bovington Wild Ones, given the nature of its work will target specific staff as needed and therefore is exempt from the sex discrimination regulations on such occasions.

At this time we are unable to offer support to children who require additional support though we are applying for funding for extra staff as our aim is to be accessible for every child.