

For the purpose of this policy the following terms are;

You- "individual", "group", "person" or "client"

Equine Connect- "Equine-Connect" "we" "our/selves) "us"

### **Equality & Diversity Policy**

We believe that everyone should feel included, valued and welcomed at Equine-Connect, we are committed to eliminating discrimination and embracing diversity.

Our aim is to provide individuals or groups with equine assisted therapy to help them overcome mental health difficulties, abuse or trauma. We are open to all individuals and this policy is in place to provide any team member, staff or client equality regardless of their;

- Age
- Gender
- Religion/beliefs
- Disability
- Partnership status- marriage or civil partnership
- Pregnancy or Maternity
- Sexual orientation
- Race
- Gender reassignment.

We aim to create a friendly, respectful, caring and safe environment for clients and ourselves.

We organise a variety of different activities and sessions to try to meet the needs/ interests of as many individuals as possible.

We are open to new opportunities to integrate cultures, backgrounds, and beliefs into our activities.

Equine-Connect is proud of the accessibility we offer. The main driveway, barn and outdoor arenas are accessible to everyone regardless of disability and are accessible for wheelchair users. Groups are kept small (approximately 12 people) and carers are always welcomed and included where required. We aim to ensure that any individual is able to attend Equine-Connect's activities or sessions, so we constantly evaluate our access requirements for clients.

Each individual at Equine-Connect should have their values, beliefs and characteristics respected.

We believe in treating people equally (the same) regardless of their background, characteristics or way of life. We recognise that everyone is individual and that we, client and Equine-connect, must respect any differences.

We will;

- Listen to, respect and discuss your views and ideas
- Treat you fairly
- Offer you support in any way appropriate
- Offer you advice and guidance when required

We ask the individual too;

- Treat us and other clients with respect

- Listen, respond and follow instructions given by staff at Equine-Connect
- Ask for assistance if needed
- Be willingly to take part in sessions/ activities with an open-mind

Any offensive or inflammatory remarks and behaviours such as; homophobic, transphobic, ageist, racist, sexist etc, are not acceptable and are deemed harassment which will not be tolerated at Equine-Connect.

If you need to report any concerns regarding how you have been treated at Equine-Connect (by either staff or another client) please contact the owner of Equine-Connect in writing.