



## Equality, Diversity & Inclusion (EDI) Policy

### Fields Farm Nature Play & Therapy CIC

#### 1. Introduction

Fields Farm CIC is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our work. We believe that everyone should have equal opportunities to participate in and benefit from our nature-based play and therapy services, regardless of their background or characteristics.

We recognize the value of a diverse community and workforce and are committed to creating an inclusive environment where individuals feel safe, respected, and empowered.

#### 2. Purpose

This policy aims to:

- Ensure that Fields Farm CIC complies with the **Equality Act 2010** and other relevant legislation.
- Prevent discrimination, harassment, and exclusion based on **protected characteristics**, including:
  - Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race (including ethnic background, nationality, and heritage)
  - Religion or belief

- Sex
- Sexual orientation
- Promote equal access to our services, employment, and volunteering opportunities.
- Embed inclusivity into our nature-based activities, ensuring they are welcoming and accessible to all.

### 3. Scope

This policy applies to:

- All staff, volunteers, and directors of Fields Farm CIC.
- Service users, including children, families, and individuals accessing our nature play and therapy programs.
- Partners, contractors, and anyone working on behalf of our organization.

### 4. Commitment to Equality, Diversity & Inclusion

Fields Farm CIC will:

- ✓ Provide a safe, accessible, and welcoming environment for all participants.
- ✓ Design nature-based play and therapy sessions to be **inclusive and adaptive** to different needs.
- ✓ Ensure recruitment, training, and employment practices are **fair, transparent, and non-discriminatory**.
- ✓ Provide reasonable adjustments for individuals with disabilities or additional support needs.
- ✓ Challenge and address any instances of **discrimination, harassment, or exclusion**.
- ✓ Regularly review and update this policy to maintain best practices.

### 5. Responsibilities

- **Directors & Leadership:** Ensure EDI is embedded in all decision-making, policies, and activities.
- **Staff & Volunteers:** Uphold the principles of this policy and report any concerns regarding discrimination or exclusion.
- **Service Users & Partners:** Are encouraged to engage respectfully and contribute to an inclusive environment.

### 6. Reporting & Complaints

If anyone experiences or witnesses' discrimination, harassment, or exclusion, they should report it to **Kate Heywood / Charlotte Cresswell (Director/facilitator)** in confidence.

Complaints will be handled fairly, sensitively, and in accordance with our Complaints Policy.

### 7. Monitoring & Review

We will monitor our progress on EDI through:

- Regular feedback from service users, staff, and volunteers.

- Reviewing participation data to ensure diverse engagement.
- Annual policy reviews to reflect best practices and legal requirements.

#### **8. Policy Approval & Review Date**

This policy was approved on: **11.02.2025**

Next review date: **11.02.2026**

Approved by: Kate Heywood (Director)