



Equality and Diversity Policy 2023

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Equality and diversity

Statement

New Forest Water Park is dedicated to encouraging a supportive and inclusive culture. It is in our best interest to promote diversity and eliminate discrimination in the workplace.

This policy reinforces our commitment to providing equality and fairness to all and not provide less favourable facilities or treatment on the grounds of age, disability, gender or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

It sets out our intention to deliver a service and range of activities that are fair, accessible, and do not include any unnecessary barriers to entry. It sets out a framework that seeks to ensure all will be treated fairly and with respect.

Policy purpose

This policy's purpose is to:

Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time

Provide equality, fairness and respect for all visitors and participants of New Forest Water Park

Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Commitments

New Forest Water Park aim to:

- Promote environments where individual differences and contributions of all are recognised and valued
- Encourage environments that promote dignity and respect for all
- Not tolerate any form of discrimination, intimidation, bullying or harassment and to take appropriate action for any breach of this policy
- Promote equality
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measures may be implemented
- Encourage all to treat other with respect and dignity
- Make opportunities for training and progress available for all staff to develop to their full potential
- Regularly review practices and procedures so that fairness is maintained at all times.

Responsibility

It is important that all individuals involved in the delivery of our activities and services are fully aware of the contents of the policy. This can be achieved through induction and ongoing training into individual staff roles.

It is important that our participants and visitors are aware of the contents of this policy and are prepared to adhere to its overall meaning. The policy will be available on the companies website and in reception for any member of the public to see.

Review Arrangements

This policy will be reviewed annually and in response to customer and learner feedback, changes in our practices, changes in statutory requirements and actions imposed upon us by regulatory authorities or other external agencies.

Adoption of policy

I confirm that New Forest Water Park has formally adopted and implemented this Equality and Diversity policy.

Name:	Date:	Signature: