# Sense Adventures equality, diversity and inclusion policy

Sense Adventures is committed to encouraging equality, diversity and inclusion within our organisation, and eliminating unlawful discrimination.

The aim is for each volunteer to feel respected and able to give their best.

The organisation - in providing guided walks and walking weekends to VI/blind people - is also committed to ensure that no unlawful discrimination of customers or the public.

## Our policy’s purpose

This policy’s purpose is to:

1. Provide equality, fairness and respect for all our volunteers, whether regular, new or short-term.

2. 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

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

* benefits
* terms and conditions of service
* dealing with grievances and discipline
* dismissal
* selection for training or other developmental opportunities

Our commitments  
  
The organisation commits to:

1. Encourage equality, diversity and inclusion at Sense Adventures as they are good practice and make business sense

2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.   
  
All volunteers should understand they, as well as Sense Adventures, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, customers, suppliers, the public and any others in the course of Sense Adventures’ work activities.  
  
Such acts will be dealt with as misconduct and appropriate action will be taken.   
  
Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make decisions concerning volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

5. Review volunteer management practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

6. Monitor the meeting of the aims and commitments set out in the equality, diversity and inclusion policy.  
  
Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.  
  
Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the Directors of Sense Adventures.

Last updated 7/12/2023