



CENTRE *for*  
ECOTHERAPY

# Equal Opportunities Policy

The Centre for Ecotherapy is fully committed to the active promotion of equal opportunities in the provision of its services to clients, volunteers and staff, and to any other person.

No person applying for employment or volunteering opportunities shall be treated less favourably than any other person due to their race, nationality, colour, gender, sexual orientation, age, religion, beliefs, disability, mental health issue or lifestyle.

The Centre for Ecotherapy staff, volunteers and clients will not advise, assist, encourage or commit any act which amounts to a breach of discrimination law.

The Centre for Ecotherapy staff, volunteers and clients will not discriminate unfairly on the grounds of race, nationality, colour, gender, sexual orientation, age, religion, beliefs, disability, mental health issue or lifestyle.

The Centre for Ecotherapy will endeavour to provide fair employment and volunteering opportunities for those with disabilities, mental health problems and minority groups, ensuring that support is put in place to enable equal participation.

The Centre for Ecotherapy will record and monitor information on staff, volunteers and clients with the aim of ensuring that the opportunity to participate in the Centre's work is available to all.

We recognise our legal obligations under the Race Relations act 1976, Sex Discrimination Act 1997, Equal Pay Act 1970 & Disability Discrimination Act 1995.

The Centre for Ecotherapy requests that all people involved with the project treat each other with respect, kindness, open-mindedness and consideration.

This policy will be made known to all the Centre's staff, volunteers and clients and any inequitable treatment will be challenged.

It is the responsibility of the management team of the Centre for Ecotherapy to monitor and implement this policy whenever necessary.

It is the responsibility of staff, volunteers and clients of the Centre for Ecotherapy to accept and maintain their own personal involvement in the practical application of this policy.

Written and approved by: Bayley and Dempster.  
The Centre for Ecotherapy, January 2021