



POLICY APPROVAL				
Approval Required	Indicate with a tick (✓)		Annual Review Required Indicate with a tick (✓)	
	Yes ✓	No	Yes ✓	No
Approval Panel				
Approved by	Name: Amy Wild	Signature: <i>Amy Wild</i>		
		Signature: Date: 01/06/2023		
Policy Review Date	MAY 2023			

Policy Review Date - MAY 2024

EQUALITY, DIVERSITY AND INCLUSION POLICY - JUNE 2023 – REF EDIP 02 WITH REVIEW MAY 2024

FEARLESS ADVENTURES ACADEMY - TRADING AS 'BASECAMP'

- Throughout this policy we will refer to Fearless Adventures Academy T/A 'Basecamp'

EQUALITY, DIVERSITY AND INCLUSION POLICY - JUNE 2023

INTRODUCTION

Fearless Adventures Academy, trading as 'Basecamp,' is committed to creating a supportive and inclusive working and learning environment that is free from discrimination. We strive for mutual respect, equality for all, and the celebration and respect of differences. The Equality, Diversity and Inclusion (EDI) policy is aligned with Fearless Adventures Academy trading as 'Basecamp' mission, values, behaviours, and strategic priorities.

PURPOSE

The EDI Policy outlines the requirements and responsibilities of Fearless Adventures Academy, trading as 'Basecamp,' in ensuring and promoting equality for all members of our community, in accordance with the Equality Act 2010 and the Public Sector Equality Duty 2011. The policy fosters positive attitudes towards inclusivity and diversity to establish an environment where everyone can participate and fulfil their potential. It aims to prevent any form of unfavourable treatment or discrimination based on protected characteristics.

SCOPE

This policy applies to all aspects of provision and extends to students, apprentices, staff, visitors, and those contracted to work at or for Fearless Adventures Academy, trading as 'Basecamp,' including sub-contractors and employers.

KEY RESPONSIBILITIES

Several groups and individuals play a crucial role in the effective and timely implementation of this policy: ALL MANAGERS ARE RESPONSIBLE FOR ENSURING:

- Their staff has a clear understanding of our approach to EDI, identifying necessary staff development opportunities.
- Bullying, harassment, and discrimination are effectively addressed.
- EDI is integrated into all activities.

ALL STAFF Have a responsibility to actively support the EDI policy by:

- Understanding and implementing the policy.
- Treating everyone with respect, courtesy, and dignity.

- Challenging and taking action against behaviour that contradicts the EDI Policy.

GENERAL PRINCIPLES

- Fearless Adventures Academy, trading as 'Basecamp,' is dedicated to providing exceptional experiences for all apprentices and stakeholders. To achieve this goal, EDI must be ingrained in our culture. EDI priorities are therefore integrated into our strategic and operational planning at all levels.
- Fearless Adventures Academy, trading as 'Basecamp,' recognizes that the diversity of its community is one of its most valuable assets. Treating individuals fairly, with dignity and respect, and acknowledging their equal right to participate, develop, and achieve their full potential, is both morally right and beneficial for our business.
- We will fulfil our legal responsibilities by carrying out both general and specific public sector duties.
- We will conduct Equality Impact Assessments for proposed service changes and policies to identify any adverse impacts and explore possible solutions to mitigate them.
- Fearless Adventures Academy, trading as 'Basecamp,' will monitor all aspects of staff and apprentices to ensure that services and activities are appropriate, sensitive, and cater to individual needs. We will take measures to protect personal and personal sensitive data, including limiting access and, whenever possible, anonymizing data while adhering to data protection principles.
- We will make reasonable adjustments for apprentices and staff based on identified needs.
- Fearless Adventures Academy, trading as 'Basecamp,' is committed to providing a variety of training opportunities for staff and apprentices, as well as resources to support understanding of individual responsibilities.
- We are determined to eliminate discrimination by challenging inequality, prejudice, and discrimination in all forms, whether direct, indirect, by association, or by perception.

COMMUNICATION

We aim to ensure the full effectiveness of this policy and the commitment of all members of our community to it. We will enhance awareness of EDI among staff and

students through various activities, meetings, workshops, and training sessions. EDI will be a key consideration in course reviews and self-assessment processes.

IMPACT MEASURES

This policy will be fully implemented when:

- All members of our community actively and effectively promote equality, diversity, and inclusion as a result of comprehensive training and development initiatives.
- Data is monitored, leading to relevant actions that contribute to narrowing participation and achievement gaps.
- Surveys of employees, employers, and apprentices indicate a positive EDI culture.

EQUALITY, DIVERSITY AND INCLUSION POLICY JUNE 2023 – REF EDIP 02 – REVIEW
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