



PONY PARTNERSHIPS



Equal Opportunities Policy

Name of Organisation: Pony Partnerships CIC
Venue/Address for which policy applies: All venues
Date of last review: 1st September 2024
Date of next review: 31st August 2026
Name of author: Danielle Mills

1. Statement of Commitment

Pony Partnerships CIC is committed to promoting equality, diversity, and inclusion in all aspects of its services, employment, and community engagement. We recognise that discrimination, prejudice, and inequality prevent individuals from reaching their full potential, and we are dedicated to challenging and removing these barriers.

We will ensure that no service user, employee, volunteer, director, contractor, or visitor is treated less favourably because of any protected characteristic under the Equality Act 2010:

- Age
- Disability
- Gender affirming care
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

In addition, Pony Partnerships CIC will not tolerate discrimination, harassment, or victimisation based on:

- Socio-economic background
- Refugee or asylum seeker status
- HIV or AIDS status
- Caring responsibilities
- Political belief or trade union activity

2. Scope

This policy applies to:

- All staff, directors, and volunteers.
- All service users and their families/carers.
- Contractors, partner organisations, and visitors engaged with Pony Partnerships CIC.

It applies to all aspects of service delivery, employment, volunteering, recruitment, training, communication, and governance.

3. Responsibilities

Directors hold overall responsibility for ensuring compliance with equality legislation and for monitoring the effectiveness of this policy.

Managers are responsible for implementing fair practices, dealing with complaints, and ensuring staff and volunteers receive training.

Staff and volunteers must uphold this policy in their daily work, challenge discrimination where it occurs, and promote inclusion.

Service users and partners are expected to engage respectfully, in line with this policy and our Code of Conduct.

4. Preventing Discrimination

Pony Partnerships CIC will:

- Actively prevent direct and indirect discrimination in all activities.
- Provide equal access to therapeutic, educational, and enrichment services.
- Ensure fair recruitment and safer recruitment practices, making reasonable adjustments for applicants with disabilities.
- Take steps to make all services accessible, including ensuring venues meet accessibility standards wherever practicable.
- Regularly review and adapt materials, communications, and resources to ensure they are inclusive and representative.

5. Language and Behaviour

Staff, volunteers, and service users should avoid and challenge the use of discriminatory, derogatory, or exclusionary language.

All materials and communications will be assessed for inclusivity.

Persistent or deliberate use of discriminatory language or behaviour may result in disciplinary action or exclusion from services.

6. Sexual Harassment and Bullying

Pony Partnerships CIC will not tolerate any form of harassment, including sexual harassment, bullying, or victimisation.

Sexual harassment includes (but is not limited to):

- Unwanted physical contact.
- Verbal sexual abuse or suggestive remarks.
- Repeated or offensive comments of a sexual nature.

All allegations will be taken seriously, investigated promptly, and dealt with in line with safeguarding, disciplinary, and complaints procedures.

7. Disabled Access and Reasonable Adjustments

Pony Partnerships CIC will ensure, as far as reasonably practicable, that its premises are accessible.

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Reasonable adjustments will be made for staff, volunteers, and service users with disabilities, in line with the Equality Act 2010 duty to make adjustments.

Where a venue is not fully accessible, alternative arrangements will be sought.

8. Complaints and Concerns

Any individual who feels they have been discriminated against, harassed, or unfairly treated has the right to raise this under the Complaints Policy.

All reports will be taken seriously, treated confidentially, and investigated fairly.

Malicious or vexatious complaints will also be treated seriously.

9. Monitoring and Review

The Directors will monitor staff and volunteer recruitment, service provision, and governance structures to ensure fair representation.

Equality monitoring data (e.g., anonymised demographics of staff, volunteers, and service users) may be collected to help identify underrepresentation or barriers.

This policy will be reviewed every two years, or sooner if there are significant changes to legislation or best practice.

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