



Woodlarks Camp Site Trust

Equal Opportunities Policy

2023

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1 Introduction

Woodlarks Equal Opportunities Policy was originally written in 2011 by Mick Stuart, using a CCPAS document as a guideline.

2 Equal Opportunities Statement

Woodlarks Camp Site Trust is an organisation committed to social justice and resolutely opposed to discrimination in society. We are committed to providing services on a fair and equitable basis, regardless of race, ethnicity, religion, life-style, sex, sexuality, physical/mental disability, offending background or any other factor. No person requiring services from Woodlarks Camp Site Trust will be treated less favourably than any other person on any grounds.

Apart from our Secretary, Woodlarks Camp Site Trust does not actually employ anyone- Everyone involved, directly or indirectly, in the running of the Site is a volunteer. When a post arises, we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.

Our DBS policy obliges us to use the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we comply with the DBS Code of Practice and treat all applicants fairly. We will not discriminate unfairly against anyone based on a conviction or other information revealed.

As work at Woodlarks involves contact with children and/or vulnerable adults everyone requires an Enhanced Disclosure. DBS checks will not be required for people visiting wholly outside the camping season. Camp Leaders must ensure that their volunteers comply with this requirement and must demonstrate that they have a valid DBS check.

This policy will be reviewed every three years. The review may be brought forward if required.

Signed:

Date:

Print name: Catherine Crawford

Position held: Chairman

Implemented: April 2023

Next review: April 2026

Person responsible: Malcolm Jarrett