

Inclusion Policy

Hundleby Equestrian Centre 2025/6

1. Policy Statement

At Hundleby Equestrian Centre, we are committed to promoting a culture of **inclusion, equality, and respect** for all. We value diversity and aim to create an environment where everyone—regardless of background or ability—feels safe, welcome, and supported.

We fully comply with the **Equality Act 2010**, which protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, nationality, and colour)
- Religion or belief
- Sex
- Sexual orientation

2. Our Commitments

a. Riders and Clients

- We welcome **riders of all ages, backgrounds, and abilities**.
- Our services are adapted wherever possible to accommodate individual needs, including **adjustments for disabilities** or additional support.
- We strive to keep riding and horse care **accessible and affordable**, reflecting our belief that the equestrian world should be open to all.
- Discriminatory behaviour, language, or attitudes will not be tolerated from clients, staff, or visitors.

b. Staff, Volunteers, and Coaches

- We provide **equal opportunities** in recruitment, development, and training.
- All staff and volunteers are treated fairly and with respect, regardless of personal characteristics or background.
- Staff are encouraged to promote inclusivity in all lessons and interactions.
- We ensure all employees and volunteers are aware of this policy and their responsibilities.

3. Making Reasonable Adjustments

In line with the Equality Act 2010, we will make reasonable adjustments to ensure individuals with **disabilities or additional needs** are not disadvantaged when accessing our services. This may include:

- Adapting teaching methods or lesson formats
- Allowing assistance from carers or family members
- Providing physical access support (within the limits of our facilities)
- Open discussions with clients or parents to understand and meet their needs

4. Addressing Discrimination or Exclusion

If a rider, parent, staff member or visitor feels they have experienced or witnessed discrimination or exclusion, they are encouraged to report it promptly to the Yard Manager or Owner.

We will:

- Treat all concerns seriously
- Investigate sensitively and thoroughly
- Take appropriate action in line with our disciplinary procedures


5. Monitoring & Review

This policy will be regularly reviewed to ensure it remains effective and reflects current legislation and best practice.

9. Contact Us

If you have any questions or concerns, please contact:

Hundleby Equestrian Centre

 Sian Lovatt on 07584 047340 or sleinejournalism@gmail.com