

## Equal Opportunities and Diversity Policy

This policy has been written following the legislation and guidance of:

- Children and Families Act 2014.
- Special Educational Needs and Disability Code of Practice 2015.
- Equality Act 2010.
- Disability Discrimination Act 1995.
- Cambium Sustainable.

Bus Stop Forest School Training aims to promote equality of opportunity for all students who access training, including the support of students with disabilities and or special educational needs. Bus Stop Forest School Training understands and will endeavour to ensure that all students are included, valued, supported and not discriminated against due to their age, race, religion, culture, beliefs, disability, gender or sexual orientation.

Bus Stop Forest School Training has regard for the Disability Discrimination Act 1995 and the Equality Act 2010 and will endeavour to make reasonable adjustments to the provision making it accessible to all, for example providing high tree stumps to sit on, for those that struggle to kneel down and finding flat routes around the woodlands for students, who may struggle on uneven ground.

During the registration process, students are asked on the Registration form, to provide detail of any medical, dietary or special educational needs they may have, ensuring the Bus Stop Trainers can provide appropriate support to meet students individual needs.

It is Bus Stop Forest School Trainings policy to treat each student as an individual and to respect their views and wishes and it is hoped that students will to, respect fellow students and the Trainers views and wishes.

### Reasonable Requests

Bus Stop Forest School Training understands that during training, students may experience personal or professional issues, that may lead to a delay in submitting their portfolios or having their assessments days delayed. In the event of this, Bus Stop Forest School Training is able to request a 'Time Extension Request' from Cambium Sustainable on the students behalf and a revised completion date can be set.

Students that request an extension of time, will be supported by Bus Stop Forest School Trainers through regular communication and additional tutorial time to meet their new completion date.

### Useful Websites and Resources

- Information and publications about the Disability Discrimination Act [www.direct.gov.uk](http://www.direct.gov.uk)
- The Children Act 1989 and 2004
- Race Relations Act 1976
- Disabled Persons Act 1986
- Disability Discrimination Act 1995

- Human Rights Act 1998
- The Children and Families Act 2014
- The Equality Act 2012
- The Special Educational Needs and Disability Code of Practice 2015
- How to send secure email - [www.egress.com](http://www.egress.com)
- Physical Sensory Support Service (PSS) contact email: [James.fitzgerald@surreycc.gov.uk](mailto:James.fitzgerald@surreycc.gov.uk)  
(British Sign Language interpreter – supporting parents/carers who are Deaf).
- ELSA - Psychology First website: <https://psychologyfirst.co.uk/our-services/early-years-elsa-training-supervision/>

This policy was reviewed in May 2025, to be reviewed in September 2025.

Signed by Lead FS Trainer \_\_\_\_\_ FS Trainer \_\_\_\_\_