



Big Green Adventures Ltd

Equality & Access Policy

1. Our Commitment

Big Green Adventures Ltd (BGA) is committed to providing **equal opportunities** and **accessible experiences** for all staff, clients, and anyone who comes into contact with us.

We treat everyone fairly, regardless of:

- Age
- Race, colour, nationality, or ethnic background
- Gender or gender identity
- Disability
- Marital or family status
- Religion or belief
- Sexual orientation
- Language, literacy, accent, income, social standing, or any other personal characteristic

We value differences and respect everyone's right to equal treatment. Since BGA was founded in 2011, we have worked with a wide and diverse range of people, and inclusion has always been central to what we do.

2. Scope of this Policy

This policy applies to:

- All BGA staff, including permanent, freelance, and volunteers
- Management and recruitment processes
- Clients and members of the public
- Interactions with outside agencies or organisations

We will **review this policy regularly** and update it to remain compliant with current UK law, including the **Equality Act 2010**, and relevant provisions of the **Equality Act 2010 (Specific Duties) Regulations 2011**. Older legislation such as the Race Relations Act and Disability Discrimination Act have been consolidated into the Equality Act 2010.

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3. Management Responsibilities

- The management team will be recruited and appointed fairly and without bias.
- The BGA Director, Dale Unnuk, is responsible for ensuring that management recruitment and selection is conducted fairly and inclusively.

4. Staff & Volunteers

- All staff, freelancers, and volunteers must be treated fairly and equally.
- No one will receive favourable or unfavourable treatment based on any protected characteristic.

Physical Requirements

- Some roles involve physical activity. Where possible, **reasonable adjustments** will be made to accommodate staff with different abilities.
- If adjustments are not feasible, alternative suitable roles will be considered.

Awareness & Grievances

- All staff will be made aware of this policy and how to raise concerns confidentially.
- BGA has additional policies covering recruitment, training, and conduct to reinforce equality and inclusion.

5. Clients

- Our activities can be physically demanding. We will **make reasonable and safe adjustments** to ensure accessibility for everyone.
- We encourage clients to **share any concerns or needs** so we can make participation easier and safer.
- We may consult with **industry specialists** to improve accessibility wherever possible.

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6. Our Promises

- Wherever practical, activities will be conducted in **accessible locations**.
- If full accessibility is not possible, BGA will take reasonable steps to **assist people in accessing these areas**.
- BGA will reach out to other organisations or services to improve accessibility when needed.
- We will ensure that **no staff or client feels hesitation, shame, or fear** because of any personal characteristic.
- We will adapt our **communication methods** to meet the needs of disabled people, whether in person, by phone, in print, or online.

7. Non-Discrimination

BGA is committed to treating **everyone as an equal** and will not discriminate for any reason, including:

- Age, race, colour, nationality, or ethnic background
- Gender, gender identity, or sexual orientation
- Disability or health status
- Marital or family status
- Religion or belief
- Language, literacy, accent, income, social standing, or background
- Political beliefs, employment status, or any other personal factor