Making a Difference Adventures Community Interest Company Equality & Diversity Policy

Document history	
Adopted	November 2022
Revised	November 2023
Revised	October 2024
Revised	October 2025
Next Review	October 2026

Equality and Diversity

Section 1 – Policy Statement

MAD Adventures Community Interest Company (MAD Adventures) is committed to promoting equality, diversity, and inclusion in all aspects of our operations. We aim to create a working environment where everyone is treated with dignity and respect, and where individual differences and contributions are recognised and valued.

Mad Adventures recognises the need to tackle discrimination and promote equality between groups and individuals to encourage all people to reach their full potential.

MAD Adventures approach to Equality and Diversity relates to the staff, adventure candidates, partnerships and the wider community that is involved in the delivery of MAD Adventures work. MAD Adventures is committed to providing an inclusive culture which treats all individuals with dignity and respect. The organisation highly values diversity and recognises that different people bring different perspectives, ideas, histories, opinions, knowledge and cultures and these differences enhance the strength of MAD Adventures.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Scope

This policy applies to:

- All employees, workers, contractors, volunteers, and job applicants
- All aspects of employment including recruitment, training, promotion, and termination
- All interactions with clients, customers, and the public

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense

2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes informing managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, volunteers, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's procedures and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Statement of Approach

- Develop an organisational culture which embraces an inclusive approach
- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity
- Promote good relations and positive attitudes between people of diverse backgrounds
- Foster a culture of respect and understanding between people of diverse cultures, backgrounds, circumstances and identities.

The organisation recognises that people have a range of diverse needs and services should be designed or delivered in different ways to respond to these needs.

Equality and Diversity Mission Statement

"MAD Adventures CIC aims to ensure that no job applicant, employee, volunteer, contractor, Adventure candidate, or service user receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependants, disability, sexual orientation, gender reassignment, age, trade union membership or economic status, political activities, social class, or where the person lives.

Responsibilities

The following groups and individuals are responsible for delivering assurance to the Board that the organisation is meeting its equality, diversity and human rights objectives:

- The Board of Directors
- The CEO, Ed Shaw
- The assigned director responsible, Roger Davies.
- All other associated staff

The Board of Directors has overall responsibility for the organisation's commitment to working in line with the principles of Equality and Diversity. It will also consider recommendations made in relation to any further or other steps which are considered desirable in view of the organisation's duties to promote equality and tackle discrimination and review and amend the scheme.

Employees and MAD Adventure volunteers should ensure that their behaviour at work creates an environment which is free from any form of harassment, victimisation and all other forms of discrimination.

Approved By:

Name:	ED SHAW
Company Position:	C.E.O
Date:	29th JANUARY 2026
Signature:	