



Equality and Inclusion Policy

1. Aims

Happy Hoofers is open to adults and children who are looking for a new way to improve confidence and self-awareness, including people with behavioural challenges, mental health problems, physical disabilities and learning difficulties. We aim to have an atmosphere of friendship, respect and care for each other. In particular, we aim to treat everyone equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

2. Accessibility

Tor View Farm is accessible down a bumpy drive, which most cars can drive down with the exception of very low cars. Once on the farm there is a car park directly next to the stable block and arena, making it accessible for clients with disabilities. We also have a disabled toilet close to the stable block.

3. Diversity

We aim to ensure our equine assisted learning events and activities suit the interests and meet the needs of a wide variety of people.

4. Inclusion and Respect

Every client of Happy Hoofers should be made to feel equally welcome and included at all sessions and events. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place at Happy Hoofers.

5. Dealing with Discrimination and Harassment

If any participant feels they have been discriminated against or harassed during a session by either employee of Happy Hoofers or other clients they should raise this with Gina Banfield.

Gina Banfield will investigate the complaint, listening to everyone involved, and where appropriate any witnesses.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity. If the complaint is against the company as a whole, the company must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Happy Hoofers can decide to exclude a person from sessions or events due to discriminatory or harassing behaviour. We will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.