



Equal Opportunities Policy

Learning through Landscapes Trust Learning through Landscapes Ltd

LTL is committed to genuine equality of opportunity in all aspects of its activities as an employer and as a national charity promoting children's rights. To this end LTL will work to encourage and assist any disadvantaged groups or individuals and create a level playing field from which equality of opportunity can operate.

LTL will:

- Publicise its employment vacancies in a way which ensures access to all groups of society.
- Monitor job applications to ensure equality of employment opportunity.
- Aim to create a staff and Trustee profile which accurately reflects the diversity of society as a whole.
- Ensure equal opportunity in relation to all aspects of employment including recruitment, promotion, pay, terms and conditions of service, training, grievance and disciplinary procedures.

LTL confirms that equality extends into all the services it provides and to this end will work to:

- Encourage schools and other organisations with which it works to practise equality of opportunity in their activities both as employers and as organisers of volunteers.
- Encourage and assist any disadvantaged groups to achieve a position from which equality of opportunity can operate in respect of services provided by Learning through Landscapes.
- Make our publications accessible to all groups represented in society and that the contents of all our publications are reflective of all these groups.
- This policy will be made known to all employees and applicants for jobs as well as contractors and partners of LTL.

LTL Equal Opportunities is supported by its Board of Trustees. Overall responsibility for the implementation of the policy is in the hands of the Chief Executive Officer, with all staff being responsible for ensuring that the policy is implemented in their own areas of work.

Any member of staff who believes that s/he has a grievance in matters related to this policy should raise it as a matter of urgency with the Chief Executive Officer.