



EduDiverse

Equal Opportunities and Diversity Policy



Equal Opportunities and Diversity Policy

Introduction & Purpose

This Policy applies to anyone working on behalf of EduDiverse including paid staff, volunteers, sessional workers, agency staff and students. This policy meets the requirements of the Equality Act 2010.

Policy Principles & Values

EduDiverse will adhere to the requirements of the Equality Act 2010 by not discriminating against students, staff, volunteers, or any individual involved in external agencies.

EduDiverse will not discriminate against any person on the grounds of

- Sex
- Race
- Disability
- Religion
- Belief
- Sexual orientation

EduDiverse will not discriminate against:

- Pregnant people or new mothers
- Those undergoing gender re-assignment
- Students due to the behaviour of their parents/carers/siblings

When recruiting staff, health-related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

It is expected that every person in EduDiverse will make a positive contribution to this policy, namely:

- All staff, whether paid or voluntary
- All visitors to EduDiverse
- All students and their families at EduDiverse

EduDiverse will ensure the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups.

EduDiverse will support specialist aids and facilities to enable disabled people.

EduDiverse will monitor any issues that arise within EduDiverse and take appropriate action, fully supporting any person in EduDiverse who is faced with prejudice or discrimination.

EduDiverse will undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to.

EduDiverse will treat any breaches of the policy seriously, and regard them as misconduct which may lead to disciplinary proceedings.



Procedures

Stage 1:

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of EduDiverse Director James Ranson. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy. If the person in breach of this policy is a student, then this will be reported to school or the commissioning agency as well as parent/carers.

Stage 2:

If the person continues to behave in an unacceptable manner, the matter will be referred to EduDiverse Director who will decide the best course of action. This may result in either a warning being issued or disciplinary for a member of staff.

All efforts will be made to work with students who have discriminatory views but not at the expense of their peers or staff members. Where appropriate and with the agreement of staff, parent/carer and school or commissioning agency- sessions will be offered 121. In the most extreme circumstances, EduDiverse reserves the right to discontinue a young person's sessions based on the breach of this policy.

Stage 3: The offending person has the right to appeal. They can write to James Ranson at the EduDiverse Office address. The decision of James Ranson will be final.