



Equality and Diversity Policy

Policy accepted on: 12/04/2016

Policy review due on: 12/04/2018

Objectives of the Policy

1. EqualiTeach is committed to promoting equality and diversity. We strive to promote fairness, cohesiveness and respect for the needs of all parties throughout our employment practices, the services we provide and the arrangements we enter into with our partners. We are committed to:
 - Eliminating unlawful discrimination, harassment and victimisation
 - Advancing equality of opportunity between different groups
 - Fostering good relations between different groups

This is an ethos that is promoted at all levels within our organisation.

2. EqualiTeach goes beyond mere compliance with equality law. It aspires to promote best practice in all aspects of equality and diversity. EqualiTeach aims to create and maintain an inclusive organisation where all can learn, work and reach their full potential.
3. The objective of this policy is to outline EqualiTeach's approach to fulfilling the above commitments and to make it clear to all parties what they may expect from EqualiTeach and equally what EqualiTeach expects from them.

Equality and Diversity Statement

EqualiTeach aims to promote equality and tackle discrimination in all aspects of society. We recognise that people may experience discrimination, harassment and victimisation because



of race and ethnicity, sex, disability, age, religion or belief, sexual orientation, marriage and civil partnership, gender reassignment, pregnancy and maternity, caring responsibilities, trade union activity, class and whether they work part time or otherwise flexibly.

EqualiTeach believes that discrimination, harassment and victimisation must be challenged, not just because it may be unlawful, but because we believe that diversity enriches all of our lives. As an equalities organisation, we believe it is part of our role to challenge any form of discrimination, harassment and victimisation and to take positive steps to create a fairer, more equal society for all.

EqualiTeach will therefore ensure that this Equality and Diversity Statement is implemented throughout all policies and procedures that are undertaken as an employer and as a service provider.

Equality and Diversity - Implementation Framework

EqualiTeach will take a number of measures and steps to ensure that its Equality and Diversity Statement is implemented in all its services and activities, as well as in its responsibility as an employer.

As an employer:

1. EqualiTeach aims to be an equal opportunities employer and to ensure that no job applicant or employee receives less favourable treatment on the grounds of any factors irrelevant to a person's ability to do a job. To ensure this is the case, EqualiTeach has a set format for job descriptions and person specifications, and will follow recognised equal opportunities recruitment procedures.
2. EqualiTeach promotes opportunities for all to succeed regardless of age, disability, race and ethnicity, pregnancy and maternity, religion or belief (including lack of



belief), gender reassignment, sexual orientation, marriage and civil partnership, and sex, embracing all strands of the Equality Act 2010. We have specific guidance on how to promote these opportunities for each protected characteristic.

- 2.1 We recognise our obligations under the Equality Act 2010 to make reasonable adjustments to accommodate disabled people and to enable them to do their job without unnecessary difficulty. We will make adjustments which are reasonable, whether or not we are obliged to do so by law, and whether or not a disabled applicant or employee is covered by the definition of disabled under the Equality Act 2010.

3. EqualiTeach regards discrimination, harassment or victimisation of staff, clients or others in the course of work, as disciplinary offences that could be regarded as gross misconduct. Condoning such behaviour could also be treated as a disciplinary offence. As well as disciplining the perpetrator(s), we will give appropriate support to people who complain of discrimination, harassment or victimisation of themselves or others.

4. Our written policies and practices will be subject to regular review to ensure that they comply with the Equality Act 2010.

In our service delivery:

1. EqualiTeach seeks to ensure that its services and activities are accessible and appropriate to all sectors of the community. Specific guidance on how we will achieve this is made available to all staff members, and our success in meeting these objectives is regularly monitored and reviewed. EqualiTeach will take these issues into consideration in all aspects of service planning and delivery.



Implementation and Monitoring

1. Overall responsibility for the constant implementation of the Equality and Diversity Policy lies with the Directors.

3. It is the responsibility of the Directors to bring this policy to the attention of staff in their sphere of responsibility. Directors must also treat any complaints related to this policy seriously and deal with them promptly and confidentially. EqualiTeach has specific guidance on how to respond to complaints, as well as grievance and disciplinary procedures.

4. It is the responsibility of all staff to treat each other with respect, to avoid discriminatory attitudes and to challenge any discrimination, harassment and victimisation of which they become aware. It is also the responsibility of all staff to ensure that they implement the Equality and Diversity Policy within their own decision making and areas of work.

5. EqualiTeach's equality objectives are made available to all staff and clients on the website. Our equality objectives will be reviewed annually. We will impact assess all of our policies and procedures.

6. This policy document will be reviewed annually. Where new legislation is introduced interim reviews will be held.