

## **EQUAL OPPORTUNITIES**

'New Horizons' is committed to taking positive and pro active steps to ensure that we provide a safe and caring environment, free from discrimination, for every student and member of staff.

The equal opportunities procedures aim to help all staff and students to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.

'New Horizons' aims to provide a welcoming and caring environment that reflects cultural and social diversity and is equally accessible to all.

Offensive language, behaviour or attitude with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability will be challenged.

The provision will facilitate regular opportunities for consultation with young people and parents/carers about the service that we provide, as a means of monitoring the effectiveness of the equal opportunities policy.

## **EQUAL OPPORTUNITIES PROCEDURES**

To realise the objective of creating an environment free from discrimination and welcoming to all, the provision will:

- Ensure that all students are included and supported-with reasonable adjustments made if needed.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit any young person from accessing the provision.
- Treat all students with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing sessions.
- Ensure that the provisions policies and procedures are open, fair and non discriminatory.
- Ensure that all members of staff are aware of, and understand the equal opportunities policy as it relates to all aspects of its work.

- Encourage and support all staff to act as positive role models to students by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenge any discriminating incidents, according to the provisions set out in the **behaviour management and dealing with racial harassment policies**.
- Treat seriously any member of staff found to be acting in a discriminatory way.
- Staff receive appropriate training.
- The equal opportunities policy is consistent with current legislation and guidance.
- Appropriate action is taken wherever discriminatory behaviour, language or attitude becomes apparent.
- All policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.

Kellie Lawton

Director

Date incorporated November 2020