



Equal Opportunities Policy

Date:	Reviewed by:	Ratified by:	Frequency of review:	Date for next review:
Spring 2023	JO	JR	Annual	Spring 2024

Introduction

The Learning to Listen community comprises a wide variety of people, with varied backgrounds, lifestyles and cultures. It is a diversity which enriches our lives and the learning process. Every member of our community is equally valued, their beliefs and choices are equally valid, and their happiness, safety and security are equally important.

Unfortunately, not all members of our community always live up to these expectations and, as a result, some members of our community may experience discrimination or harassment, both inside and outside of the provision. It is the duty of everyone at the provision to challenge such prejudiced behaviour and to take a stand against it.

The agreed aims of the provision cannot be carried out without a commitment to equal opportunities. The purpose of this document is to make that commitment explicit, in relation to all aspects of provision life.

Policy Statement

We recognise, value and welcome the diversity of our provision's community. We are committed to the pursuit of equal opportunities for all members whether paid or voluntary and are opposed to all forms of unfair discrimination which may hurt or disadvantage individuals or groups at the provision.

The provision recognises its responsibilities and will meet the requirements of the Equality Act 2010. In line with (and in addition to) this Act, we are opposed to direct or indirect discrimination on the grounds of:

- disability
- age
- physical appearance
- socio-economic status
- religion and belief
- ethnicity
- gender
- marriage and civil partnership
- gender reassignment
- maternity and pregnancy
- trade union activist
- sexual identity
- supremacism
- HIV-positive/AIDS status sup
- Neurodiversity



Access

Students and parents/carers are made aware of the existence of this policy and have open access to it. Paper copies will be given upon request.

All staff are made aware of the contents and purpose of this policy.

As a provision we aim to achieve an environment in which:

Every student:

- is respected and respects others (and this respect is based on both an inherent respect for difference as well as informed understanding of difference)
- has access to a full programme
- is helped to achieve his/her full potential
- is not subject to unfair discrimination on any of the grounds mentioned above;

Every member of staff:

- is respected and respects others
- is enabled to work and develop without discrimination on any of the grounds mentioned above

Every parent/carers and visitor Learning to Listen:

- is respected and respects others
- is treated with courtesy and is not subjected to unfair discrimination on any of the grounds mentioned above.

In addition, Learning to Listen will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people
- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

To be read in conjunction with the Complaints Policy