



Educ8

Education Delivered with Utmost Care

Educ8 (Luton) Ltd

(Hereinafter referred to as "Educ8")

A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.

EQUAL OPPORTUNITIES POLICY

Rationale

We believe that all tutors, students and parents and carers will benefit from fair and equal treatment and from the opportunities for personal development which are offered. In the process of doing this we seek to eliminate all forms of harassment, prejudice, and unjustness. At Educ8 we are committed to fairness and equality of opportunity for all and believe that everyone should be treated with respect and integrity regardless of their background or beliefs.

Aims

- To develop an environment which promotes tolerance and understanding.
- To ensure that every student and tutor have the opportunity to fulfil their potential.
- To combat prejudice based on racial, gender, social or disability grounds.
- To recognise and develop the potential of tutors and students of whatever ethnicity, gender, or social background.
- To deliver a curriculum which reflects a pluralist society.
- To demonstrate the benefits of cultural diversity and religious differences.
- To recognise and value linguistic diversity.
- To ensure that tutors do not discriminate unlawfully against students on grounds of gender, race, religious beliefs, cultural background, disability, sexual orientation, or age.
- To eliminate disadvantage prejudice or discrimination resulting from cultural, religious, or social background or gender.
- Students will not be disadvantaged in any way during their time away from school.

To achieve our aims, we will:

- Ensure that the curriculum provides equality of access in all subjects.
- Act as positive role models at all times.
- Ensure that resources reflect and represent the full range of cultures and genders.
- Eliminate all discriminatory materials, except as examples of discrimination.
- Provide teaching aids which promote the positive value of our multi-ethnic society and the equality in society of males and females.
- Value all tutors, students, parents, and carers as individuals.
- Deal effectively with any incidents, comments or bullying relating to ethnic, cultural, religious or gender differences.
- Teach all students about equal opportunities issues, the law, and multi-cultural matters.
- Provide equal access and support to all tutors, students, parents and carer to equipment, guidance, resources, and opportunities.
- All incidents will be recorded and reported to the Local Authority and the appropriate school.

Success Criteria

- Tolerance and understanding are promoted at all times.
- Incidents of racism and sexism are significantly low or non-existent.
- Incidents of harassment are significantly low or non-existent.
- Individuals feel valued whatever their circumstances and backgrounds.



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- There is equal access for all to the curriculum, equipment, guidance resources and opportunities.
- Gender and racial stereotyping are effectively countered.

References:

The Equality Act 2010

DFE Improving the SMSC development of Pupils (November 2013)

DFE Equality Act 2010 Advice for Schools (June 2014)

DFE Promoting Fundamental British Values through SMSC (Nov 2014)

N K Jones
Review Date

September 2023
September 2024