

EQUAL OPPORTUNITIES POLICY.

Cape Cabin welcomes and embraces our duty under the Equalities Act 2010, to eliminate discrimination, advance equality of opportunity and foster positive relations with regard to the protected characteristics of:

- Ethnicity / race
- Sex / gender
- Religion / belief
- Sexual orientation
- Gender identity
- Age
- Disability
- Marriage / civil partnership
- Pregnancy and maternity.

Cape Cabin works to eliminate discrimination of any kind (direct, indirect) against anyone, be they staff, student, parent or visitor to site. All learners are of equal value; we recognise and respect difference, taking account of variations in life experience, outlook and background; we foster positive attitudes, positive relationships, mutual respect and a shared sense of cohesion and belonging, promoting an inclusive and collaborative ethos in the learning and social environments; we observe good equalities practice in staff recruitment and staff interaction, also ensuring that we are au fait with equalities legislation relevant to our work.

We are aware that many forms of discrimination are not deliberate, targeted and explicit, but may be surreptitious in nature, often the result of naivety or ignorance. Such discrimination can include:

- Discrimination by inference, indirectly
- Discrimination by association (assumption)
- Discrimination by perception (often stereotyping)
- Discrimination by harassment (often on social media)
- Discrimination by victimisation
- Discrimination via rejection / snubbing

Staff will therefore remain vigilant and communicate any concerns or observations. Direct, explicit discrimination will be recorded on our Concerns Log and concerns communicated to service-user schools, inclusion partnerships and / or parents. PSHE and Citizenship discussions, which occur daily at Cape Cabin, will be activated to quickly deal with any incidences of discrimination that may affect an individual or group.

In summary, Cape cabin will strive to promote the principles of fairness, respect and equality of opportunity through the education we provide at our provision. All pupils have equal, appropriate access to the range of educational opportunities we offer. We will challenge stereotyping, prejudice and discrimination whenever they are perceived. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all. Through training and general practice, staff are encouraged to recognise that teaching and learning materials, as well as teaching styles, must reflect the need for equal opportunities.

This policy will be monitored by the Directors and Centre Manager, who will deal with any complaints in the first instance. Should the need arise, Cape Cabin's Complaints Procedure will be invoked.

USEFUL LINKS:

www.edf.org.uk (Equality and Diversity Forum)

www.eoc.org.uk (Equal Opportunities Commission)

www.gov.uk (Equality and Diversity, the Equality Act 2010)

Jennie Ordish, July 2023.

Earlier reviews, September 2018, 2019, 2020, 2021.

