





## **SB - Safe Opportunities – Equality Information and Objectives statement**

Signed by:

24<sup>th</sup> August 2023

*Helen Pullan*

Date:

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Company Director

# Equality Information and Objectives Statement

## Opening statement

We welcome our duties under the Equality Act 2010. Safe Opportunities' general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, student, prospective student, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Safe Opportunities is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of Safe Opportunities. This environment will be achieved by:

- Being respectful.
- Always treating all members of the Safe Opportunities' community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the Safe Opportunities' community understands what inclusive behaviour looks like in the school and how this aligns with our values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging

and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of Safe Opportunities with the utmost severity. When an incident is reported, we are devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our students are expected to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive eg All group activities are open to all of our students regardless of needs or abilities
- Aware of what constitutes discriminatory behaviour.

Safe Opportunities employees will not:

- Discriminate against any student or staff member.
- Treat other members of Safe Opportunities' community unfairly.

Safe Opportunities employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, Safe Opportunities provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to students about diversity.
- Incorporating lessons about diversity into the curriculum.
- Incorporating discussion on diversity in SLC activities.
- Celebration of students achievements event open to all students

### **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.

- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of Safe Opportunities' community. All staff members are obliged to act in accordance with Safe Opportunities' various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

### **Diversity and representation**

-Students are invited to speak on our Vulnerable Learners networking event to discuss their individuality

- All students successes are celebrated with all staff members

- All Students are given the opportunity to attend all events such as the AO day

### **Inclusion**

- Safe Opportunities have created pathways to ensure all students have access to the programmes adapted for their abilities ( Nurture, Foundation, Level 1 and Level 2 ).

### **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.