

be yourself.

Equal Opportunities Policy

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Introduction

Be Yourself identifies the benefits of having a diverse community, with individuals who value one another and the different contributions they make.

Be Yourself is committed to being an equal opportunities alternative provision provider and employer and is committed to equality of opportunity for all. Be Yourself accepts its responsibilities under the law and is committed to preventing unlawful discrimination on the basis of the following protected characteristics:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including colour, ethnic or national origin, or nationality)
- Religion or belief (including lack of religion or belief)

- Sex
- Sexual orientation
- Marital or civil partnership status
- Age

Aims

The aims of this policy are to:

- Communicate the commitment of Be Yourself to the promotion of equal opportunities.
- Promote equal treatment within Be Yourself.
- Create and maintain an open and supportive environment which is free from discrimination.
- Install and foster mutual tolerance and positive attitudes so that everyone can feel valued within Be Yourself.
- Ensure that there is no unlawful discrimination against any person on any ground.
- Make it clear and ensure that all discriminatory words, behaviour and images are treated as unacceptable.
- Take reasonable steps to avoid putting disabled people at a substantial disadvantage.

Types of Discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination:

Direct discrimination occurs when a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also occurs when a person is treated less favourably because of their association with another person who has a protected characteristic.

Indirect discrimination:

Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of their sex or race. If these criteria cannot be objectively justified for a reason unconnected with a person's sex, they would be indirectly discriminatory.

Discrimination arising from disability:

Discrimination arising from disability occurs when a disabled person is treated unfavourably because of something connected with their disability and the treatment cannot be shown to be a proportionate way of achieving a legitimate aim.

Harassment and Victimisation:

Harassment is unwanted behaviour that an individual finds offensive, where the other person's behaviour is because the individual has a protected characteristic or there is any connection with a protected characteristic.

Victimisation is when someone is treated badly because they have carried out a 'protected act', or because an employer, service provider or other organisation believes that they have or are planning to carry out a protected act.

Commissioning of Young People

Be Yourself will consider placements from schools and Local Authorities and consider young people irrespective of their protected characteristics and will not discriminate on these grounds in the terms on which a place may be offered.

Equal access

Be Yourself will afford all young people equal access to all services, facilities, and activities, irrespective of their protected characteristics, subject to considerations of safety and welfare, and positive action.

Exclusions

Be Yourself will not discriminate against any young person by excluding them from Be Yourself or by subjecting them to any other detriment on the grounds of their protected characteristics. We strive to ensure that there is no bias in relation to a young person's sex. There is no sex discrimination in the allocation of equipment and tools for practical sessions. Young people of both sexes participate equally in all sporting activities,

Engagement

All young people are encouraged to engage with staff and have respect for all other young people irrespective of their protected characteristics, subject to considerations of safety and welfare. Positive attitudes are promoted towards all groups in society through diversity engagement and young people will be encouraged to question assumptions and stereotypes.

Staff Employment

Be Yourself is an equal opportunities employer. We have a recruitment and selection policy which ensures fairness, irrespective of background. Reasonable adjustments are considered for staff to ensure they are not disadvantaged in the workplace. We allow our employees to wear some religious dress to work within the bounds of our health & safety policy and the activities that are to be undertaken either on or off site.

Religious Beliefs

Be Yourself is a non-religious provision and is not identified as being associated with any religion or belief system. However, Be Yourself respect the right and freedom of individuals to worship in accordance with their own faiths, or to have no faith, subject always to their respecting the rights and freedoms of Be Yourself staff and young people and considerations of safety and health.

Racial Equality

Be Yourself does not accept or tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with Be Yourself procedures (see behaviour policy). We will strive to eliminate all forms of racism and racial discrimination by:

- Promoting equality of opportunity regardless of race, ethnicity or religion
- Promoting good relations between people of different racial and ethnic groups
- Seeking to educate young persons in a manner which promotes community cohesion in a multi-cultural society.

Disability and Special Needs

Be Yourself is an inclusive alternative provision that welcomes young people with disabilities and special educational needs (SEN) We maintain and drive a positive culture towards inclusion of disabled people and those with special educational needs in all the activities and will not treat a young person less favourably on these grounds without justification.

Definition of SEN

Young people have 'special educational needs' if they have a learning difficulty which calls for special educational provision to be made for them. A disability is a physical or mental impairment which has a "substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activity" (Equality Act 2010).

Reasonable adjustments

Be Yourself has an on-going duty to make reasonable adjustments for disabled young people and young people with special educational needs in respect of the activities provided to ensure that such young people are not placed at a substantial disadvantage in comparison with other young people. This covers access to school facilities, and visits.

Reasonable adjustments may typically include.

- Providing material in larger print for a young person with a visual impairment
- Arranging a variety of accessible sports activities.

In making reasonable adjustments Be Yourself may be required to provide auxiliary aids for disabled young persons.

Communication

Parents/carers and/or Local Authorities should notify the project manager of Be Yourself, preferably in writing, if they are aware that the young person has a disability or if they or the young person has at any time had a learning difficulty.

Parent/carers and/or Local Authorities should provide copies of any written reports and other relevant information upon request to Be Yourself. Providing this information will enable Be Yourself to support the young person as much as possible.

Confidential information of this kind will only be communicated on a "need to know" basis. Be Yourself will have due regard to any request made by a parent or young person (who has sufficient understanding of the nature and effect of the request) to treat the nature or existence of the person's disability as confidential.

Access

Be Yourself will review and monitor the physical features of its premises to consider whether disabled users of the premises are placed at a substantial disadvantage compared to other users. Where possible and appropriate, Be Yourself will improve access for disabled users of the premises.

Roles and Responsibilities

All staff members at Be Yourself are expected to comply with this policy and to always treat others with respect.

The director of Be Yourself has overall responsibility for the effective operation of this equal opportunities policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination.

The project manager has a responsibility to set an appropriate standard of behaviour, to lead by example and to promote the aims and objectives about equal opportunities.

The director/project manager are responsible for ensuring that appropriate arrangements to monitor the performance of potentially disadvantaged young persons are in place.

Arrangements include:

- Identifying and investigating any patterns in exclusions
- Monitoring differences in attitudes towards activities and other young persons
- Addressing harassment and bullying

Monitoring and review

To ensure that this policy is operating effectively and that both staff and young people are complying with the contents of it, the director/project manager are responsible for the ongoing monitoring and for the taking of appropriate positive steps to eliminate unlawful direct and indirect discrimination where necessary.

Relevant Policies

Be Yourself – Safer Recruitment & Induction Policy

Be Yourself – Health and Safety Policy

Be Yourself – Behaviour Policy

Be Yourself – Staff Code of Conduct Policy

Be Yourself – Complaint Procedure Policy

Statutory Framework

Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Human Rights Act 1998

<https://www.legislation.gov.uk/ukpga/1998/42/contents>

UN Convention on the Rights of People with Disabilities

<https://www.un.org/disabilities/documents/convention/convoptprot-e.pdf>

UN Convention on the Rights of the Child (UNCRC)

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>