



Policy Name	Equal Opportunities and Diversity Policy
Created by	Christopher Allan, Owner (Lead Practitioner)
Date Reviewed	June 2023
Date of Next Review	June 2024
E & D Disclaimer	This policy has been reviewed in line with the Equality Act 2010 which recognises the following categories as Protected Characteristics: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex (gender) and Sexual orientation. We will continue to monitor this policy to ensure that it provides equal access and does not discriminate against anyone, especially any person/s listed under any protected characteristic.

Equal Opportunities and Diversity Policy

Introduction

School Avoidance Solutions (SAS) is committed to promoting equality, diversity, and inclusion within our therapeutic business. This Equal Opportunities and Diversity Policy outlines our commitment to providing services without discrimination based on factors such as race, ethnicity, religion, disability, gender, or sexual orientation. We strive to create an inclusive environment that values and respects the uniqueness and diversity of all individuals.

Equal Treatment and Non-Discrimination

SAS is dedicated to treating all individuals, including children, parents, guardians, and staff members, with fairness, dignity, and respect. We will not discriminate against any person based on factors such as race, ethnicity, religion, disability, gender, sexual orientation, or any other protected characteristic as defined by applicable laws and regulations.

Accessible and Inclusive Services

SAS is committed to ensuring that our therapeutic services are accessible and inclusive to individuals from diverse backgrounds. We will make reasonable adjustments to accommodate the needs of individuals with disabilities or specific requirements, promoting equal opportunities for all.

Recruitment and Employment

SAS is an equal opportunities employer and is committed to promoting diversity and inclusion throughout our workforce. Employment decisions, including recruitment, hiring, training, promotion, and termination, will be based solely on merit, skills, and qualifications. We will not discriminate against any individual based on protected characteristics.

Training and Development

SAS recognizes the importance of training and development in promoting equality and diversity. We will provide regular training and educational opportunities to our staff members, ensuring they have the knowledge and skills to uphold our equal opportunities principles, challenge discrimination, and create an inclusive environment.

Inclusive Language and Communication

SAS will use inclusive language and communication methods that respect the diversity of our clients and stakeholders. We will strive to avoid any language or behaviour that may be discriminatory, offensive, or exclusionary. Our communications will be accessible, transparent, and culturally sensitive.

Complaints and Reporting

SAS encourages individuals to report any concerns or complaints related to equality, diversity, or inclusion. Complaints will be handled promptly, fairly, and confidentially. We are committed to investigating and addressing any issues raised, taking appropriate actions to ensure equal treatment and a discrimination-free environment.

Collaboration and Partnerships

SAS recognizes the importance of collaboration and partnerships in promoting equality and diversity. We will seek to collaborate with diverse communities, organizations, and professionals to enhance our understanding, knowledge, and practice in relation to equality, diversity, and inclusion.

Review and Continuous Improvement

This Equal Opportunities and Diversity Policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws, regulations, and best practices. SAS is committed to continuous improvement and will regularly evaluate our practices and procedures to promote equality, diversity, and inclusion.

By implementing this Equal Opportunities and Diversity Policy, SAS aims to foster an inclusive environment, provide equal opportunities for all, and celebrate the diversity of individuals we serve.