



ON THE STREETS EDUCATION

Equal Opportunities Policy

Created: February 2026
Review Date: February 2027

1. Policy Purpose

On The Streets Education is committed to fostering an inclusive, respectful, and fair workplace. We believe diversity strengthens our mission and enriches our culture. This policy outlines our commitment to equal opportunities for all employees and job applicants.

2. Scope

This policy applies to all employees (full-time, part-time, casual, and temporary), volunteers, interns, contractors, and job applicants at On The Streets

Education, across every department and location.

3. Policy Statement

At OnTheStreetsEducation:

- We provide equal opportunity in **recruitment, training, development, promotion, reward, and termination** of employment.
- We do **not discriminate** on the basis of:
age, race, ethnicity, national origin, gender, gender identity or expression, sexual orientation, disability, religion or belief, marital or civil partnership status, pregnancy or maternity, socio-economic background, or any other protected characteristic.
- All employment decisions are based on merit, skills, qualifications, and organisational needs.
- Harassment, bullying, victimisation, or discrimination of any kind is **not tolerated**.

4. Recruitment and Selection



OnTheStreetsEducation will:

- Use job descriptions and personnel specifications that are fair, objective, and based on genuine requirements of the role.
- Advertise vacancies openly and encourage applications from a diverse candidate pool.
- Assess and select candidates using fair and consistent criteria.

5. Training and Career Development

We ensure:

- All employees have access to development opportunities based on needs and performance.
- Training programmes support equality, diversity, and inclusion.
- Line managers are trained in fair and inclusive management practices.

6. Workplace Culture

We strive to create a workplace where:

- Everyone feels valued and respected.
- Different perspectives and backgrounds are welcomed.
- All employees can contribute to their full potential.

7. Reporting, Complaints, and Support

If an employee experiences or witnesses discrimination or harassment:

- They should report it to HR, a line manager, or a designated officer without delay.
- All complaints will be handled confidentially, promptly, and fairly.

- There will be no retaliation or adverse treatment of anyone who raises a concern in good faith.
- Support will be offered to employees affected by discrimination/harassment.

8. Responsibilities

OnTheStreetsEducation’s Leadership will:

- Promote and model equal opportunity behaviours;
- Ensure managers implement this policy fairly.

Managers and Supervisors must:

- Apply this policy in day-to-day practices;
- Encourage an inclusive team environment.

Employees must:

- Treat colleagues respectfully;
- Uphold the principles of equality and diversity in interactions and work conduct.

9. Monitoring and Review

- We will regularly review our policies, practices, and workforce data to measure effectiveness.
- Adjustments will be made to address any barriers to equality and inclusion.

10. Enforcement

Breach of this policy may lead to disciplinary action, up to and including dismissal.

Policy ratified by	EDAVIES	COG
Review date;	July 2026	Director