



## Our Equal Opportunities Policy

**This policy sets out the commitment of The Switch Project in the pursuit of Equal Opportunities principles and practices. All policies conform to The Equality Act 2010.**

### **Aims and purpose of the policy**

The Switch Project believes that no child or young person should face unjustifiable discrimination or receive less favourable treatment on the grounds of:

- Disability
- Race (including Caste)
- Sex
- Pregnancy, maternity or breastfeeding
- Gender reassignment
- Religious belief
- Sexual orientation

The Switch Project will provide a safe and positive environment in which children and young people can re-engage with learning, whilst also accessing wherever possible any benefit, service or facility available to them. The Switch Project's aim is to reflect the community it serves and recognize any imbalances and strategies developed to redress these, including;

- Promoting an ethos where all young people have a positive self-image, confidence and motivation.
- Ensuring equal access to all young people.
- Using sessions at The Switch Project to tackle inequalities, including gender stereotyping, racism, preventing discriminatory bullying and raising attainment for certain groups.
- Setting rules in relation to conduct both inside and outside of The Switch Project.
- Recording and reporting any racist incidents by making a written record and reporting all such incidents to the relevant referring organisation.
- Dealing with sexual harassment of students or staff in line with the specific rules that exist to deal with sexual harassment and discrimination.
- Following appropriate safeguarding procedures by sharing information with the police, social services and referring organisations if the victim is under 16 years of age.

- Having a Behaviour Policy and Anti-Bullying Policy.
- To train and undertake performance management with all staff and volunteers and ensure that they are fully aware of the requirements of the Switch Project and its policies.
- Parents and Carers should be aware and actively involved in supporting The Switch Project's policy on Equal Opportunities and understand the reasons for its existence.

**We are committed to reviewing our policy and good practice annually.**

**This policy was last reviewed on: 3<sup>rd</sup> October 2018**