

## Springboard Opportunity Group

### Equality and Diversity policy

Springboard are fully committed to equality of opportunity and anti-discriminatory practices throughout the organisation for all our partners: staff, volunteers, children, parents, colleagues and suppliers.

This policy reflects good practice as set out in Part 3 of the Children and Families Act (2014), Childcare Act (2006) and the Equality Act (2010)

We support all our partners in not tolerating inappropriate violent or abusive behaviour, harassment or victimisation from colleagues, other organisations or customers.

Harassment is behaviour which violates the dignity of another person, or creates an intimidating hostile, degrading or offensive environment and includes bullying, mocking or belittling.

Victimisation occurs when an employee is treated badly because they have made a complaint about discrimination or harassment, or raised a grievance under the Equality Act, or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

We believe all forms of discrimination are unacceptable, regardless of whether there was an intention to discriminate or not. This policy applies specifically to discrimination and equality of opportunity in respect of the protected characteristics as defined in the Equalities Act 2010.

- (a) Age
- (b) Disability
- (c) Race
- (d) Sex
- (e) Religion or cultural beliefs
- (f) Gender reassignment
- (g) Marital status and civil partnership
- (h) Sexual orientation
- (i) Pregnancy and maternity

Employees have a duty to draw the attention of their line manager to suspected discriminatory acts or practices or cases of bullying, harassment or victimisation

To maintain equality of opportunity and anti-discriminatory practices throughout the organisation we:

- Promote a working environment in which the contribution and needs of everyone are fully valued and recognised.
- Ensure premises and venues used are fully accessible to those taking part

- Foster a proactive approach through attitudinal and structural changes to our planning and provision of service at all levels of delivery.
- Engage with all service users and employees in order to gather their views and consider how changes can be incorporated to make services fairer and more accessible.
- Welcome families and staff from all cultures and groups and reflect their family life within our activities
- Promote British Values through the management and implementation of the EYFS and ensure that we share these values and that they are understood and applied. British Values are: Democracy, Rule of law, Individual Liberty, Mutual respect and tolerance for those with different faiths
- Advertise our services widely and reflect the diversity of our service users and local community in promotional material
- Avoiding stereotypes or derogatory images in the selection of materials and endeavour to reflect the widest possible range of cultures in the choice of resources.
- Provide a service for all children with SEND ensuring reasonable adjustments are made in line with SEN Code of Practice.
- Ensure medical, cultural and dietary needs of all children are met
- Help children and families whose first language is not English to have full access to curriculum and information.
- Ensure board of Trustees is as representative as possible of our service users and the local community
- Provide Equality Diversity training for trustees, staff and volunteers
- Ensure our recruitment and staffing policy is in line with Equalities Act.

This policy was adopted by Springboard Opportunity Group's Board of Trustees	
Date of meeting	19 <sup>th</sup> July 2021
Date to be reviewed:	Spring 2024
Signed on behalf of the Board of Trustees:	
Name of signatory:	Beth Manning
Role of signatory:	Chair