

Exploring Educational Opportunities CIC

Equality and Diversity Policy

Aims

Exploring Educational Opportunities CIC (EEO) recognises that some people are prevented from accessing education because of various forms of disadvantage. We offer courses and educational guidance to all adults in the local community regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, ethnicity, religion or belief, sex or sexual orientation. We aim to design our activities specifically to encourage and support participation from people who face disadvantage or discrimination in society.

Accessibility

Our activities take place in venues with wheelchair access. Individual interviews and support sessions are arranged with advisers at times to suit the client. Classes and courses are arranged, as far as possible, within school hours to enable people with childcare responsibilities to attend. Remote teaching is available via Zoom, to reach people who are unable to attend face-to-face sessions and to provide ongoing support.

In the case of clients/students with limited command of English, translation and interpreting are available from a local organisation RAMA (Refugee, Asylum Seeker and Migrant Action). Clients who cannot be accommodated for our ESOL courses are referred to other providers i.e. voluntary organisations, mainstream providers.

Code of Conduct

- People will be treated with dignity and respect, regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used.
- No one will be harassed, abused or intimidated on the grounds of their race, nationality, gender, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Dealing with complaints

- Any client or student who feels that they have suffered discrimination, harassment, distress or intimidation from anyone in the organisation, should report this to one of the EEO directors. The complaint will be discussed with the complainant in a safe environment and the matter investigated thoroughly.
- The directors will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.

Using and reviewing the policy

All tutors, advisers and volunteers will comply with the principles of the policy. It will be reviewed every 2 years.