



## Equine Learning CIC (ELCIC) Equality and Diversity Policy

As an alternative provider ELCIC complies with the Equalities Act 2010 (Requirements for Schools).  
<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

The policy relates to students, staff and others using the centre's facilities.

The 'protected characteristics' referred to in this policy apply to the following:

- Age
- Sex
- Race
- Disability
- Religion and belief
- Pregnancy and maternity
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership.

How these specifically apply in each instance will vary, depending upon the context, and whether it is concerning students, staff or those using the centre's facilities. Proportionality and due regard will apply when giving due consideration to what is required.

For students, staff and others using the centre facilities, ELCIC are committed to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Equality Act 2010,
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

ELCIC is committed to giving all students every opportunity to achieve the highest standards by:

- taking account of their varied experiences and needs;
- offering broad and balanced learning;
- having high expectations of all students

ELCIC promotes the principles of fairness and justice for all through the education and learning that it provides in the centre;

- ELCIC seeks to ensure that, wherever possible, all students have equal access to the full range of educational, learning and personal development opportunities provided by ELCIC.
- ELCIC strives to constantly identify and remove any forms of indirect discrimination that may form barriers to learning for some groups by regularly assessing the impact of its policies and practices.
- ELCIC ensures that recruitment, employment, promotion and development opportunities are open to all.
- ELCIC challenges personal prejudice and stereotypical views whenever they occur. The centre is aware that prejudice and stereotyping can be caused by misconception and by

ignorance. Through positive educational experiences, and support for each individual's point of view, ELCIC aims to promote positive social attitudes and respect for all.

- ELCIC values each pupil's worth, celebrating both people's individuality and the diversity of the community centred on the centre and shows the utmost respect for everyone.
- ELCIC and its staff strive to be proactive in tackling prejudice and unlawful discrimination.

#### Equal Opportunities in Recruitment

- ELCIC will ensure that no job applicant or employee is discriminated against on the grounds of the protected characteristics and will proactively monitor and review this over time and make changes where required to address any imbalance.
- Recruitment and selection procedures and practices are regularly reviewed to ensure that no individual is put at a disadvantage either directly or indirectly, paying particular attention to the protected characteristics.
- Employees are given an equal opportunity to progress within the organisation, and this will be monitored and reviewed on an ongoing basis by ELCIC, with changes made where necessary to address any imbalance.

#### Equal Opportunities in Learning

- Every pupil has an equal entitlement to learning regardless of academic ability, language, gender, race, disability, sexual orientation, religion or belief, age, pregnancy or maternity, or gender dysphoria.
- Staff will actively encourage the breaking down of any traditional gender stereotyping regarding subject choices.
- All forms of individual and subject support, guidance, amenities and facilities, will be equally available to all students, with particular attention given to equality of opportunity across the protected characteristics.
- Behavioural expectations and disciplinary sanctions will be free of any bias in relation to the protected characteristics
- Coaches will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to address stereotypes in relation to the protected characteristics, and remove discrimination.
- Coaches will try to ensure that all students feel that their language and culture is both acknowledged and valued.
- ELCIC actively encourages an ethos in which all students feel secure and valued.

#### Race

The term 'Race' refers to a person's ethnicity, race, nationality or national origin.

- ELCIC will strive to eliminate all forms of racism and racial discrimination; promote equality of opportunity; promote good relations between people of different racial groups. Such behaviour will be dealt with in accordance with the disciplinary procedure.
- ELCIC will not tolerate any form of racism or racist behaviour. Such behaviour will be dealt with in accordance with the disciplinary procedure.
- ELCIC endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through learning where possible (ELCIC offers qualifications in equine and animal care)
- Cultural diversity and respect for others are celebrated and reflected in learning sessions where possible
- ELCIC will give students the understanding they need to recognise prejudice and reject racial discrimination.

## Gender / Sex

ELCIC will be vigilant regarding its curriculum, procedures and materials for gender bias or inequality.

- ELCIC will encourage students to be aware of the rigid sexual stereotypes presented by, for example, the media, and will try to ensure that resources include non-sexist books which value the achievements of both women and men.
- ELCIC are committed to providing learning which avoids unnecessary gender divisions.
- ELCIC will endeavour to provide all students with experience in subjects traditionally considered to be suitable for a single sex e.g. construction, animal care, grounds maintenance, etc.

ELCIC tries to ensure that:

- coaches allocate their time fairly between the sexes
- coaches consider the difference in preferred 'learning styles' often displayed between boys and girls, and design learning activities that provide opportunity to appeal to both genders
- all students have opportunities for working with students of both sexes (subject to daily attendance)
- the traditional sexual stereotypes are broken down (for example by not asking boys to move furniture whilst girls tidy up)
- students have opportunities for examining their own pre-conceived ideas of gender roles;
- students are encouraged to pursue less conventional subjects and interests,

## Disability

The term disability applies to a person when they have a physical, mental, neurological or emotional impairment; the impairment can have a substantial and long-term adverse effect on their ability to perform typical day-to-day activities.

ELCIC are committed to meeting the needs of students with disabilities or differences, as it is to meeting the needs of all within the centre. The Wootton park site is an outdoor learning, equestrian, animal and land-based centre. ELCIC endeavours to meet the requirements of the Equality Act 2010, which specifies due regard should be given to consider the barriers that may exist to a pupil's access to education and how to remove them. All reasonable steps will therefore be taken to ensure that disabled students are not placed at any disadvantage compared to non-disabled children. The Equality Act also determines that where significant disadvantage exists, disabled people will be treated more favourably to address the imbalance.

Teachers will modify teaching and learning as appropriate for students with disabilities. For example, they may give additional time to complete certain activities or modify teaching materials or offer alternative activities where students are unable to meet the physical demands of an activity, use equipment or work with animals safely. Please note: horsemanship and horse riding activities will only be offered where they can be carried out safely for the horse, the rider and the staff in line with risk assessment requirements and horse welfare regulations.

## Religion and Belief

ELCIC is not founded on any particular religion. ELCIC respects the religious beliefs and practices of all staff, students, parents and visitors and will comply with all reasonable requests relating to the accommodation of a recognised religion or belief's observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

## Sexual Orientation

ELCIC will make no assumption about the sexual orientation of any of the members of its community, including its students, teaching staff or those who use ELCIC facilities.

At ELCIC, sexuality is discussed within the context of loving relationships. Whilst heterosexual relationships may be the most common in our society, it is likely that some students may have a

homosexual or bisexual orientation and that during development many may be still questioning their sexual orientation. Students' questions will be answered as they arise, honestly, factually and non-judgementally.

#### Gender Reassignment

ELCIC will be supportive of any young person undergoing gender reassignment and will support them to continue effectively with their education during that process.

ELCIC will ensure that learners undergoing gender reassignment are protected from bullying or harassment relating to this and will work with the young person and their parents/guardians to manage this, including how, what and when to inform other learners and the approach taken.

#### Pregnancy and Maternity

ELCIC will be supportive of students who become pregnant and will make reasonable and appropriate arrangements to assist them to continue with their education. As well as normal practice arrangements in terms of maternity leave and employment protection, staff who become pregnant will be supported through pregnancy and maternity leave, with reasonable adjustments made where appropriate and necessary.

#### Age

ELCIC will put procedures in place to ensure that no-one is denied a job, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.

#### Bullying (to be read in conjunction with ELCIC's Anti-Bullying Policy)

- ELCIC are committed to identifying and tackling all forms of bullying, which can have a significant negative impact upon a student's well-being and academic achievement.
- ELCIC will take 'identity based' bullying relating to the protected characteristics particularly seriously, where a pupil's identity or perceived identity is being used as the basis for the bullying.
- ELCIC will address and take seriously cases of 'cyberbullying', whereby bullying occurs through the use of information and communication technology, in particular, through the use of social media, such as Facebook, twitter, or other social networking websites or text messaging. Where content is considered to be illegal, the Police will be informed.
- Staff, students and parents will be encouraged and supported to report all incidents of bullying and cyberbullying.

#### The role of the Director

The Director will ensure that the centre's policy on equal opportunities is implemented and is supported by the ELCIC team in so doing.

- The Director will ensure that all students, fellow colleagues and those using ELCIC facilities are treated fairly and with dignity and respect.
- The Director will ensure that all staff are aware of the centre's policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- The Director will ensure that all appointments panels give due regard to this policy so that no-one suffers discrimination.
- The Director will promote the principles of equal opportunity when developing Learning programmes.
- The Director will promote respect for other people in all aspects of ELCIC life.
- The Director will view all incidents of unfair treatment with due concern.

### The role of Coaches

Coaches will ensure that all students, colleagues and those using the centre's facilities are treated fairly and with dignity and respect.

- ELCIC will address both direct and indirect discrimination against any child/young person, parent or visitor and will actively seek to identify and remove it. Ignorance of what constitutes discrimination is not lawful protection against an allegation and will therefore not be considered a defence.
- When selecting learning materials, Coaches will strive to provide resources which give positive images and which challenge stereotypical images in relation to the protected characteristics.
- When designing schemes of work, coaches will pay cognisance to this equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues.
- Coaches and support staff will challenge any incidents of discrimination and draw them to the attention of the Director.

### The role of students

Students will be made aware of this policy and will be encouraged and supported to draw any incidents of discrimination to the attention of the class teacher and/or Director through the student feedback process.

### The role of parents

Parents will be made aware of this policy through the centre website and home-school agreement and will be encouraged and supported to draw any incidents of discrimination to the attention of appropriate staff and/or Director.

### Dealing with allegations made

ELCIC will take all allegations of discrimination very seriously and will commit to investigating them properly and fairly. The outcome of any investigation will be determined under the centre's disciplinary procedures. ELCIC will also foster a 'safe environment' where students or parents can feel confident to raise these issues and be fully supported and protected throughout the procedures which may follow. ELCIC will take 'false allegations' of discrimination seriously, and this will be dealt with in the appropriate manner by ELCIC under its disciplinary procedures. It is hoped that this will be rare and will normally only be determined following a fair and thorough investigation.

### The role of visitors / contractors

All visitors and contractors are required to adhere to the centre's policy.