



ENEMY OF BOREDOM

EQUALITY & DIVERSITY
P O L I C Y



Approved by

Tracey Clark



Last reviewed

September 2024



Next review

September 2025



Aims

At EOB we want to raise awareness and ensure equality of opportunity through all aspects of our setting by:

1. Discussing equality and diversity issues at key meetings
2. Ensuring all policies are reviewed in light of equality duties
3. Clearly demonstrate best practice regarding promoting equality and good relations across all groups

Monitoring the outcomes for and experiences of our students, staff, and the wider community



Specifically:

1. Staff will ensure that resources and displays avoid negative issues and reflect positive images of all individuals
2. Positive attitudes will be promoted within a multicultural, multi-racial community to all students regardless of background, race, gender, culture, sexual deviations will be entitled to the same opportunities
3. All students will be encouraged and provided with the same learning experiences and interactions with staff
4. The content of lessons and materials accessed or created by students is monitored to ensure it is respectful and non-discriminatory
5. All of our setting community are responsible for preventing, challenging, and dealing with discriminatory behaviour, abuse, or intimidation. The setting aims to ensure all are confident to identify, address, and report discriminatory incidents, should they happen.
6. Visitors to the setting will be expected to comply with all our expectations and demonstrate mutual respect.
7. When employing new staff or offering places to students we ask that they complete the ethnic monitoring section of our application form and provide details of any disability. This is not a factor in appointing a place.
8. All staff will be entitled to the same continuing professional development.
9. Resources will be allocated fairly and reasonable adaptations made where possible to ensure access for all.