



## **Equal Opportunities Policy**

Wize Up is committed to offer all users a quality service though a range of interesting curriculum subject, this policy is produced with regard to the 2010 Equality Act.

No member of staff, young person, group or project representing children and young people or staff members should experience or cause discrimination or harassment for any reason including, however not limited to:

- Gender / Gender re-assignment
- Disability
- Language
- Employment
- Religious/Cultural belief
- Age
- Political beliefs
  
- Ethnicity or race
- Sex
- Marital or civil partnership status
- Pregnancy or maternity
- Sexual orientation

Wize Up aims to ensure no form of discrimination is tolerated; equality is promoted in relation to gender, age, ethnicity, race, colour, sexual orientation. Diversity is valued at all times. This policy is communicated to staff and young people in addition to being made available on the Wize Up website: [www.wize-up.org.uk](http://www.wize-up.org.uk). Discrimination is not tolerated in any form and will result in disciplinary action (leading to dismissal in the case of staff and file closure in the case of young people) in the case of this policy being breached.

All have the opportunity to take part to fulfil potential. All contributions are valued and appreciated. All have access to the opportunities available to them.

### **Equality committed to staff**

- Fair and equal recruitment procedures.
- Review, monitor and evaluate all policies and procedures on a regular basis.
- Equal treatment of all staff.
- Provide clear and understandable information.
- All complaints are treated fairly, quickly and without any discrimination
- Develop and deliver a cultural working environment free from discrimination and harassment.
- Ensure a safe, secure, working environment that ensures the needs of all individuals are met

The HR manager will ensure this policy is effectively implemented for staff and the deputy head teacher will ensure its implantation for young people.

### **Wize Up will ensure Equality in all we do and offer**

*Review: in line with guidance alterations by Senior Management at least every 2 years*

