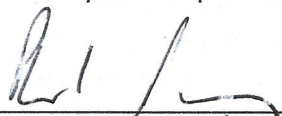



EAGLE'S NEST
awakening potential, inspiring dreams

Equal Opportunities Policy

Approved on: 29th September 2018

To be reviewed by: 29th September 2021

Signed:  Position: Trustee

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Equal Opportunities Policy

Eagle's Nest Project, (EN), is committed to the need both to eliminate unlawful discrimination and to promote equality for young people, staff and others interacting with the organisation.

EN is committed to giving all young people every opportunity to achieve the highest standards by:

- taking account of their varied experiences and needs;
- offering alternatives to their mainstream school experiences that better meet their needs;
- having high expectations of all staff and young people involved with the charity.

EN recognises the importance of complying with all current legislation concerning unfair discrimination and seeks to promote best practice in equality of treatment. This policy accords with the Equality Act 2010 and recognises the importance of protecting all from discrimination based on the Nine Protected Characteristics (NPC): Race, Disability, Sex, Age, Religion or Belief, Sexual Orientation, Gender re-assignment, Pregnancy and Maternity, and those who are linked by association.

EN does not unlawfully discriminate against anyone, whether staff, young person, parent or visitor on the grounds of the NPC.

EN promotes the principles of fairness and justice for all through the ethos that it set throughout the organisation. EN strives to identify and remove any forms of indirect discrimination that may form barriers to engagement for some groups or individuals.

EN values the worth and uniqueness of all involved in the charity. EN believes everyone deserves respect and dignity and strive to be proactive in tackling prejudice and unlawful discrimination.

Staff are encouraged to appropriately challenges personal prejudice and stereotypical views whenever they occur. EN 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, EN aims to promote positive social attitudes and respect for all amongst the staff, students, parents and visitors who interact with the charity.

EN ensures that recruitment, employment, promotion and development opportunities are open to all.

EN as an organisation clearly states it is based on Christian values. However, the charity respects the religious beliefs and practices of all those with whom they come into contact and will seek to comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.