




## Equality, Diversity and Inclusion Policy

Approved on: 4<sup>th</sup> October 2024

To be reviewed by: October 2027

Signed:  Position: Trustee

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Eagle's Nest Project is committed to both the elimination of unlawful discrimination and the promotion of equality and diversity in all aspects of our work.

Eagle's Nest 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.

Eagle's Nest 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 (including colour, nationality, ethnic or national origin), disability, sex, age, religion or belief, being married or in a civil partnership, sexual orientation, gender re-assignment, being pregnant or on maternity leave. Those who are linked by association and those who have complained about discrimination or supported someone else's claim are also protected. As an organisation, we are passionate about ensuring everyone feels welcomed and accepted for who they are.

Eagle's Nest does not unlawfully discriminate against anyone, whether staff, young person, parent or visitor on the grounds of the NPC. It promotes the principles of fairness and justice for all through the ethos that it set throughout the organisation. Eagle's Nest strives to identify and remove any forms of indirect discrimination that may form barriers to engagement for some groups or individuals.

Eagle's Nest values the worth and uniqueness of all involved in the charity and believes everyone deserves respect and dignity. The organisation strives to be proactive in tackling prejudice and unlawful discrimination.

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

Eagle's Nest ensures that recruitment, employment, promotion and development opportunities are open to all.

Eagle's Nest 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.