



CORE Creative Education CIC

CCE029 EQUAL OPPORTUNITIES Policy & Procedure

Explore - Create - Learn – Grow

Introduction

It is the policy of CORE Creative Education to promote Equality of Opportunity with the primary aim of providing equality for all and preventing any form of discrimination and take all reasonable steps to ensure that all participants in the activities of CORE will be subject to the contents of this policy.

Policy Statement

CORE Creative Education is committed to creating an inclusive environment to maximise the potential of all employees, students and volunteers. CORE Creative Education recognises that everyone has a contribution to make to society and a right to equal opportunity.

CORE Creative Education will not tolerate discrimination, harassment, bullying or victimisation of employees, students and volunteers. In compliance with the Equality Act 2010 (updated October 2016), which makes it unlawful to discriminate directly or indirectly in recruitment or employment, no employee, participant or volunteer or organisation/individual to which CORE Creative Education provides services will be discriminated against on the grounds of:

- Age
- Disability
- Gender (or sex)
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- *Marriage and civil partnership (employees)*

CoRE recognises that many students attending Alternative Provision have special educational needs and/or disabilities (SEND). Equality of opportunity therefore includes making appropriate adjustments to teaching, communication, routines, activities and the environment to enable every student to participate as fully as possible.

Principles

The key principles of this policy are to:

- Provide equality for all
- Promote an inclusive culture
- *Promote inclusion, belonging and participation for all members of the CoRE community.*
- Respect and value the differences of everyone



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- *Make reasonable adjustments, where required, to remove barriers to participation for students, staff, volunteers and visitors with disabilities or additional needs.*
- Prevent discrimination, harassment and victimisation
- Promote and foster good relations across the workforce, with participants, volunteers and other partners.

Equal Opportunities Policy Procedures

To create an environment in which individual differences and the contributions of all students, staff and volunteers and beneficiaries are recognised and valued. All staff (whether part-time, full-time or temporary), volunteers, students and beneficiaries will be treated fairly and with respect.

- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities and follows the Safer Recruitment policy.
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. Training, development and progression opportunities are available to all employees and volunteers.
- All selection/rejection decisions will be recorded.
- All staff, students and volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be utilised to maximise the effectiveness of CORE Creative Education activities.
- All staff, students and volunteers and beneficiary are entitled to be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- All employees, participants and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Alasdair or Rachelle Green. *Reports of discrimination, harassment or hate incidents will be taken seriously, recorded appropriately and investigated in accordance with CoRE's Behaviour, Safeguarding and Complaints procedures where applicable.*

Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

The successful implementation of this policy depends on the awareness and commitment of all employees, participants and volunteers and members of the Board of Trustees of CORE Creative Education. Therefore, all new employees, participants



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and volunteers will be made aware of its existence and reminded of the principles and practice contained herein.

Signed: *A Green* (Education manager)

Name: Alasdair Green:

Date 1/07/2026

This policy will be reviewed annually, or as and when there are any changes in the law, procedures