

Equality, Diversity and Racial Discrimination Policy

Legal framework

1. This policy is prepared in line with the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.

Our policy is based on the following key statements:

We are all of equal value:

All employees, tutors, contractors, associates, students, carers, parents and clients are of equal value, whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual identity.

Differences are recognised and respected:

Treating people equally does not necessarily involve treating them all the same.

Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity.

We foster positive attitudes and relationships, and a shared sense of cohesion and belonging. We intend that our policies, procedures and activities promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

We observe good equalities practice in recruitment, retention and development:

We ensure that policies and procedures should benefit all current and potential employees, tutors, contractors and associates for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

We aim to reduce and remove inequalities and barriers that already exist:

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- people of all gender identities.

Ethos and organisation; we ensure the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- teaching styles and strategies
- tutor recruitment and retention
- communication

Addressing prejudice and prejudice-related bullying

Tutor My Kids is opposed to all forms of prejudice which stand in the way of fulfilling legal duties:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia.

Prejudice-related incidents will be identified, assessed, recorded and dealt with.

All employees, tutors, contractors and associates are expected to:

- promote an inclusive and collaborative ethos
- report any prejudice-related incidents that may occur to Alastair Dixon
- tutors should plan and deliver curricula and lessons that reflect these principles

Should further clarification / detail be required Tutor My Kids is able to do so upon request.

A handwritten signature in black ink, appearing to read 'Alastair Dixon', is centered at the top of the page. The signature is written in a cursive, flowing style.

Alastair Dixon Director Tutor My Kids

Reviewed by: Alastair Dixon; April 2024
Next Review: April 2025