

Equal Opportunities

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1. Purpose

The purpose of this Equal Opportunities Policy is to ensure that Genius People / Genius Education promotes a fair, inclusive, and respectful environment in which all individuals are treated with dignity and are able to achieve their full potential.

This policy establishes the organisation's commitment to preventing discrimination, harassment, and victimisation in accordance with the Equality Act 2010. It sets out our approach to embedding equality, diversity, and inclusion into all aspects of our operations, including recruitment, employment, education, training, and service delivery.

The policy aims to:

- Ensure compliance with current equality legislation
- Promote equal access to opportunities for learners, staff, and applicants
- Remove barriers that may disadvantage individuals or groups
- Create a culture of respect, fairness, and inclusion
- Support continuous improvement through monitoring, evaluation, and review

This policy supports our wider commitment to organisational excellence, social inclusion, and community engagement.

2. Scope

Genius People / Genius Education is committed to promoting equality of opportunity and fostering a culture that values diversity and respects difference. As both an employer and a public-facing organisation, we recognise our responsibility to play a leading role in advancing equality and inclusion.

In accordance with the Equality Act 2010, we will have due regard to the need to:

- Eliminate discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations between different groups within the community

This policy applies to:

- All learners
- Prospective learners
- Employees

- Applicants for employment

The policy covers the following protected characteristics:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including ethnic or national origin, colour, and nationality)
 - Religion or belief (including lack of belief)
 - Sex
 - Sexual orientation
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3. Aims and Objectives

The Company aims to identify and eliminate practices, procedures, and customs that may directly or indirectly discriminate against individuals and to replace them with fair and inclusive practices that promote equality of opportunity.

To achieve this, the Company will:

- Encourage diversity of services to meet local employment and community needs.
 - Monitor policies and procedures to ensure equality of opportunity for both learners and staff.
 - Develop and implement a marketing strategy that addresses the needs of specific groups, including ethnic minorities, women, and individuals with additional needs, to extend participation, increase social inclusion, and improve employability.
 - Monitor enrolment procedures to ensure fair and open access to learning opportunities.
 - Provide adequate and effective support services and training for learners.
 - Establish and annually review grievance and disciplinary procedures to protect staff and learners from discriminatory behavior or prejudice.
 - Provide a suitable and accessible environment for people with disabilities, making reasonable adjustments where required.
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4. Our Commitment

The Company will:

- Ensure that no individual receives less favourable treatment on the grounds of gender, marital status, age, responsibility for dependants, socio-economic status, race, colour, ethnic or national origin, political or religious belief, sexual orientation, disability, trade union membership/non-membership, or geographic location, unless such treatment can be objectively justified and approved by the Senior Management Team.
- Create an accessible and inclusive organisation that extends opportunities in education, training, and employment, particularly to groups underrepresented in learning and employment.
- Recognise that equality of opportunity is central to organisational effectiveness and development, both as an employer and as a provider of education and training.
- Take positive and proportionate steps to implement, monitor, and evaluate this policy.

All staff, partners, and learners share a mutual responsibility for implementing and upholding this Equal Opportunities and Diversity Policy.

Date	Version	Author	Comment
Feb 2015	1.0	EGallacher	Draft
May 2015	2.0	EGallacher	Updated Policy
Aug 2015	2.1	JMcKeown	Policy Review
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Feb 2023	2.1	C McNee	Review
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Feb 2025	2.1	C McNee	Review



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