



Date of policy review: January 2023

Date of next review: January 2026

## Equal Opportunities Policy

### Overall Aims

Through all of our work, there is a strong emphasis on the importance of listening to the voices of those we work with, taking into account their experiences of class, cultural and religious beliefs, race, ability, gender and sexuality. Consistent with this ethos, Collective Space is committed to the fair treatment and equality of opportunity for all those associated with our professional activities including children, their families, colleagues in Local Authorities, employees, representatives and learners.

We offer training and consultation across England, Scotland and Wales. Our audience represents the full breadth of modern Britain and, in particular, some of the most vulnerable and marginalised people in our society. We aim to ensure that we recruit and train professionals and interact with each other and with clients in ways which ensure freedom from discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex, and sexual orientation. We also aim to advance the equality of opportunity and fair and respectful relationships between people who have a protected characteristic and those who do not (The Equality Act 2010, Section 4).

### Duties to Employees, Representatives and Learners

We are committed to:

- Teaching and delivering practice interventions that are informed by an analysis of power between the state and the family;
- Ensuring the selection and promotion of employees, representatives and learners in their work and professional development is determined exclusively by personal merit and performance;
- Providing adaptations to assessment and learning environments to ensure equality of opportunity to applicant learners and representatives who advise us of needs arising from a disability;

- Monitoring our performance in the appointment and progression of employees, representatives and learners to advance the equality of opportunity between people with a protected characteristic and those without;
- Ensuring that organisations we partner with or offer services to are in compliance with the Equality Act 2010;
- Ensuring our employees and agents understand that they must not discriminate against learners or clients, or harass them or victimise them, and that they understand our duties in relation to making reasonable adjustments for disabled learners;
- Ensuring that our relationships among representatives of Collective Space and between representatives and clients builds cohesion and understanding between people with a protected characteristic and those without, fostering dialogue and understanding among people with a wide range of beliefs.

### **Process for complaints**

If any learner, client (children, family, agency), applicant, employee or associate considers that he or she is suffering from unlawful discrimination, harassment, or victimization in her or his application, appointment, or progression in their work, study or receipt of services from Collective Space Representatives because of belonging to any of the above protected groups, he or she may make a complaint. All complaints will be dealt with through the agreed procedures for complaints, grievances or bullying and harassment, as appropriate.

### **Policy Promotion, Monitoring and Review**

This policy is approved by the senior members and reviewed. The leadership team will also ensure all organisational policies and practices are in compliance with the commitments made herein and required under relevant legislation. This policy forms part of the contractual obligations of all Representatives and Employees. It forms part of the learning agreement for learners on accredited programmes of study. It is provided to learners on short courses and commissioning agencies on request.