

EQUALITY, DIVERSITY AND EQUAL OPPORTUNITIES POLICY

Effective 1 September 2026 | Review date: September 2027

Organisation	The Community Schools CIC
Company number	14658587
Registered office	Office 211, Epicentre, Enterprise Way, Withersfield, Haverhill, England CB9 7LR
Tutors' Association	Corporate Member CO 306

The Community Schools CIC is committed to equality of opportunity, inclusion and respectful treatment for students, parents/carers, tutors, employees, applicants and others who use or support our services.

1. Our commitment

We oppose unlawful discrimination, harassment and victimisation and aim to create an inclusive, anti-discriminatory culture in which people are treated with dignity and respect. We will make decisions fairly and on relevant evidence.

2. Protected characteristics

In accordance with the Equality Act 2010, we will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We also seek to avoid unfair treatment arising from social or economic background, educational need or other irrelevant factors.

3. Students and tutoring

- We will seek to make tutoring accessible and inclusive and will consider reasonable adjustments for disabled students.
- We will take account of SEND, communication needs and individual circumstances when planning appropriate support.
- Bullying, discriminatory language, harassment, sexual harassment and victimisation are not acceptable in face-to-face or online tuition.
- Safeguarding decisions will be child-centred and will not be influenced by stereotypes or discriminatory assumptions.
- We will promote respectful behaviour and respond appropriately to discriminatory incidents.

4. Recruitment and employment

Recruitment, selection, pay, training, allocation of work, progression and other employment decisions will be based on legitimate organisational requirements, qualifications, skills, safeguarding suitability and performance. Reasonable adjustments will be considered for disabled applicants and employees.

5. Responsibilities

All tutors, staff and directors are expected to follow this policy, challenge inappropriate behaviour where safe and appropriate, and report concerns. Managers are responsible for applying the policy consistently and considering equality impacts when making decisions.

6. Raising concerns

Concerns about discrimination, harassment or unfair treatment may be raised with Claire Meadows-Smith or through the Complaints Procedure. Staff may also use the appropriate grievance or whistleblowing procedure. Safeguarding concerns must be reported immediately under the Safeguarding and Child Protection Procedures.

7. Monitoring and review

We will keep this policy under review and consider relevant feedback, complaints, safeguarding learning and changes in law or guidance. Personal information used for equality monitoring will be handled in accordance with our Privacy Policy.

The Community Schools CIC | Equality, Diversity and Equal Opportunities Policy | September 2026