



Educ8

Education Delivered with Utmost Care

Educ8 (Luton) Ltd

(Hereinafter referred to as "Educ8")

A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.

EQUAL OPPORTUNITIES POLICY

Rationale

We believe that all tutors, students, parents, and carers will benefit from fair and equal treatment and from the opportunities for personal development which are offered. In doing so, we seek to eliminate all forms of discrimination, harassment, and prejudice. We are committed to fairness and equality of opportunity for all and believe that everyone should be treated with respect and integrity regardless of their background, characteristics, or beliefs.

Aims

- To develop an environment which promotes tolerance and understanding
- To ensure that every student and tutor has the opportunity to fulfil their potential
- To challenge and prevent discrimination on the grounds of protected characteristics
- To recognise and develop the potential of tutors and students regardless of ethnicity, gender, or social background
- To deliver learning that reflects a diverse and inclusive society
- To promote respect for cultural diversity and religious differences
- To recognise and value linguistic diversity
- To ensure that tutors do not discriminate unlawfully against students on any protected grounds
- To eliminate disadvantage, prejudice, or discrimination resulting from cultural, religious, or social background
- To ensure students are not disadvantaged in any way during their time in alternative provision

To achieve our aims, we will:

- Ensure that learning opportunities provide equality of access
- Act as positive role models at all times
- Ensure that resources reflect and represent a diverse range of cultures and backgrounds
- Challenge discriminatory language, behaviour, or materials
- Promote the positive value of diversity and equality
- Value all tutors, students, parents, and carers as individuals
- Deal effectively with any incidents, comments, or bullying relating to protected characteristics
- Promote awareness of equality, diversity, and inclusion, including relevant legal frameworks
- Provide equal access and support to all tutors, students, parents, and carers in relation to resources and opportunities



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- Record and report incidents appropriately to commissioning bodies and, where required, the Local Authority

Success Criteria

- Tolerance and understanding are promoted at all times
- Incidents of discrimination, harassment, or prejudice are minimal and effectively addressed
- Individuals feel valued regardless of their circumstances and backgrounds
- There is equal access for all to learning, resources, and opportunities
- Stereotyping and discriminatory attitudes are actively challenged

References

- Equality Act 2010
- Department for Education: Keeping Children Safe in Education (2024)
- Department for Education: Working Together to Safeguard Children (2023)
- Department for Education: Equality Act 2010: Advice for Schools
- Department for Education: Promoting Fundamental British Values

Review

N K Jones
September 2026

Review Date
September 2027