

PRIME TUITION'S

EQUALITY POLICY

The Management of the Prime Tuition adopted this policy on 24th June 2021 & It will be discussed annually by the management and will remain applicable for Prime Tuition until the management notifies the Institute for any changes to the policy. It should be read in conjunction with the Safeguarding and Child Protection Policy and Grievance Resolution Policy and Procedures

Principal/Managing Director	Signature	Date
Mr Z Ahmed	Ahmed	24-06-2021
Director	Signature	Date
Mr Usman Javed	Usman Javed	24-06-2021
Review Date	20 June 2022	

INTRODUCTION

We aspire that pupils will come to the Tuition Centre to enjoy the meaningful experiences that we offer and where they feel valued and special. We wish them to have a sense of pride in themselves and in representing their school. We are committed to giving all our students every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that our institute promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender, or background.

We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people. We believe this policy should be a working document that is fit for purpose, represents the Tuition Centre's ethos, and enables consistency and equality across the Institute. This policy for Equality extends to all adults (staff, Supervisors, Head of Departments, parents and carers). This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. We recognise that the Equality Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We are committed to ensuring equality of opportunity for pupils, staff and parents regardless of these protected

characteristics. We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We will tackle discrimination by promoting equality, eradicating bullying and stereotypes and creating an environment that promotes respect for all through understanding and compassion. We all have a responsibility to ensure equality permeates into all aspects of Prime Tuition and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We want everyone connected with this Institute to feel safe, secure, valued and of equal worth.

OUR AIMS

- To promote the uniqueness of the individual and celebrate our diversity, take positive steps to promote minority groups who may suffer disadvantage or prejudice, promote the common good.
- To put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To treat everyone equally irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age, or any other protected characteristic

- To maintain a positive ethos where all members of the Institute work well alongside each other developing positive working relationships. We will encourage all staff to see the importance and derive a sense of fulfilment from their work in the Tuition Centre but above all we want them to feel valued by everyone in the Institute.
- To minimise the distress and disruption to those pupils and staffs who are transgender.
- To ensure each pupil reaches their full learning potential, we are committed to closing gaps in attainment for vulnerable individuals. We are committed to high expectations for all pupils from across the ability range by providing them with every opportunity to succeed through the provision of the highest standards of teaching and learning within a curriculum that is broad, balanced, differentiated, relevant and exciting.
- To achieve the highest standards of teaching and learning for all children irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other protected characteristic.
- To make reasonable adjustments to ensure that the Institute environment is as accessible as possible. At Prime Tuition we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our Institute.

RESPONSIBILITY FOR THE POLICY AND PROCEDURE:

Role of the Management:

- Responsibility to comply with all aspects of the Equality Act 2010.
- Delegated powers and responsibilities to the Department Supervisors and Head of Department to ensure that this policy is embedded into the culture of the Institute
- Delegated powers and responsibilities to the Department Supervisors and Head of Department to ensure all Tutoring staffs are aware of and comply with this policy.
- Responsibility to set equality objectives every four years.
- Responsibility for ensuring that the Tutoring Centre complies with all equalities legislation.
- Responsibility to monitor achievement of equality targets.
- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all statutory policies is made available to parents.
- Responsibility for the effective implementation and the annual monitoring and evaluation of this policy.
- Responsibility to make effective use of relevant research and information to improve this policy.
- Responsibility to annually publish the Institute's compliance with the Equality Act 2010; Role of the Department Supervisors and Head of Department Team.
- Ensure that this policy is embedded into the culture of the Institute.

- Ensure all staffs, pupils and parents are aware of and comply with this policy;
- Provide leadership and vision in respect of equality inclusion;
- Record and deal with incidents of racism, bullying and other inappropriate behaviour; seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- Have high expectations of all pupils from across gender, and ethnicity and ability range;
- Provide every opportunity for pupils to succeed by ensuring the highest standards of teaching and learning.
- Ensure the curriculum is broad, balanced, differentiated, relevant and exciting.
- Monitor and analyse the performance and progress of all pupils in all groups for them to achieve their expected targets.
- Ensure equal opportunities is covered in the Institutes improvement plan, in all subject policies and curriculum plans.
- Highlight and share positive activities that help to tackle educational disadvantage.
- Ensure the Accessibility Plan is carefully monitored and reviewed annually;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy by:
 - a. Scrutinising tutors' planning
 - b. Scrutinising pupils' work
 - c. Observing pupils throughout the lesson time.
 - d. Classroom monitoring of pupil progress
 - e. Analysis of pupil data

Role of Tuition Centre Staff will:

- Act as positive role models to promote equality throughout the Institute.
- Abide by and adhere to this policy.
- Implement the Tuition Centre's equalities policy and related policies.
- Maintain an overall ethos of respect and tolerance for one another.
- Report and deal with all incidents of discrimination and unequal treatment to the Department Supervisors and Head of Department.
- Promote equality, inclusion, and good community relations.
- Challenge inappropriate language, behaviour, racial harassment, and bullying.
- Have high expectations of all pupils.
- Promote equality through curriculum planning.
- Provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students.
- Use a variety of teaching methods to ensure effective learning takes place for all pupils;
- Provide challenge for all pupils.
- Ensure planning is differentiated to provide full access for all pupils.
- Carefully monitor all groups of pupils to ensure that they make progress and achieve their targets.
- Provide specialised resources for pupils with disabilities.
- Create a positive classroom ethos and is welcoming to both sexes.

- Ensure pupils feel valued and have individual targets.
- Be open to the views of pupils.
- Encourage pupils to share their experiences of different cultures and different religions.
- Provide positive classroom displays of pupil's work;
- Attend appropriate training sessions;
- Report any concerns they have on any aspect of the Institute.

Role of Pupils:

Pupils will:

- Be aware of and comply with this policy.
- Recognise that they have a role and responsibility to promote equality, inclusion, and good community relations.
- Challenge inappropriate language or behaviour.
- Tackle bias and stereotyping.
- Work to promote anti-bullying strategies.
- Respond appropriately to incidents of discrimination and harassment and understand the action needed to report these.
- Learn to take pride in their work.
- Produce work of a high standard.
- Listen carefully to all instructions given by the Tutor.
- Ask for further help if they do not understand.
- Participate fully in all lessons.
- Insist on good pupil conduct among their peers.
- Participate in discussions concerning their progress and attainment.

- Treat others, their work and equipment with respect.
- Support the Agreement and Tuition Centre policies and guidance necessary to ensure the smooth running of the Tuition Centre.
- Talk to others without shouting and use language which is neither abusive nor offensive.
- Hand in homework properly completed and on time.
- Wear appropriate clothing.

RECRUITMENT PROCESS:

We are an Equal Opportunities employer, and we adhere to the principles of equal opportunity in all aspects of the recruitment process. We are also guided by the Equality Act 2010 on recruitment.

We welcome applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

COMPLAINTS:

The Tuition Centre's complaints procedures will be used to deal with any discriminatory complaint from any member of the Tuition Centre staff. Any case of harassment will be dealt with by the Tuition Centre's disciplinary procedure.

Role of Parents/Carers

Parents/carers are expected to:

- Be aware of and comply with this policy.

- Be encouraged to take an active role in the progress of the responsible children/child by attending:
 - a. Attend Parents' meeting
 - b. Take part meetings called for in case any complaint has been raised against your children/child

We have a duty not to discriminate against people based on their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this institute. Monitoring the Effectiveness of the Policy The practical application of this policy will be reviewed annually or when the need arises by the management. A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented by the management for further discussion and approval.