



Reviewed February 2024

## Equal Opportunities Policy

### 1.0 Scope of the policy

The Equality Act 2010 puts a responsibility on public authorities to eliminate discrimination and promote equality of opportunity. No child/adult or groups of children/adults should be treated less favourably than others in being able to access effective services which meet their particular needs. Let's Enable is committed to encouraging equality, diversity and inclusion within our organisation and eliminates unlawful discrimination.

### 1.1 Aims of the policy

The aim is for our workforce to be truly representative of all sections of society and our service users, and for each member to feel respected and able to give their best. This applies to anyone working for/or with Let's Enable such as: staff, service users, volunteers, parents, carers, independent contractors and the general public. Let's Enable welcomes our duties under the Equality Act 2010 to eliminate discrimination and advance equality of opportunity. Let's Enable believes in providing equality, fairness and respect for all, and under the Equality Act 2010 will not discriminate against:

- age
- disability
- gender and gender identity
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation.



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All staff and volunteers are made aware of their responsibilities and staff/volunteers will receive appropriate training and support. We ensure that the content of this policy is known to all staff and directors and, as appropriate to all service users and their parents and carers.

## 2.0 Breaches of the policy

Any breaches of this policy should be reported to the CEO and the directors via a complaints form, please see the Compliments and Complaints Policy which details the process and the form.

Employees, independent contractors, directors and volunteers should raise a grievance with the manager or the board of directors. Please see section 5.0 of our Safeguarding Procedures policy, which details how to make a complaint. An email disclosing the information of the complaint should be sent to:

[info@letsenable.co.uk](mailto:info@letsenable.co.uk)

Date: 12/02/2024

Signed:

A handwritten signature in black ink, appearing to be 'N. Ash' or similar, written over a light blue horizontal line.

Review date:

12/02/2025