

Primary Influence UK Ltd – Equal Opportunities Policy

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Aims and Objectives

This policy covers both direct and indirect discrimination. All staff working for Primary Influence UK Ltd do not discriminate against anyone, staff or children, on the grounds of their sex, race, colour, religion, disability, nationality, ethnic or cultural origins.

- We promote the principles of fairness and justice for all through the coaching education that we provide.
- We ensure that all children have equal access to the full range of opportunities that we provide.
- We strive to remove any forms of indirect discrimination that may form barriers to learning, good health and wellbeing.
- We ensure that all recruitment, employment, promotion and training systems and procedures are fair to all staff and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We promote positive social attitudes and respect through positive educational experiences and support.
- We create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and children are recognised and valued.
- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

Anti-racism

It is the right of all children to receive the best educational provision possible. No form of racism or racist behaviour is tolerated by Primary Influence UK Ltd and should a racist incident occur, action is taken immediately in line with our disciplinary procedure. We endeavour to make our clubs/sessions and activities welcoming to all groups, regardless of their ethnic origin.

Sex and Gender

No form of discrimination against a person's gender, transgender or sexual orientation is tolerated by Primary Influence UK Ltd. No person will be excluded from lessons or activities, and everyone will have equal access to equipment. All genders, faiths and cultures will be valued equally whilst their backgrounds, needs and experiences are respected.

Disability

No form of discrimination against disabled people is tolerated by Primary Influence UK Ltd. We aim to promote understanding of disability as an equality issue and incorporate disability issues into our lessons.

The role of the Coach and Support Staff

The Coach ensures that all pupils are treated fairly, equally and with respect. No child is discriminated against. When planning lessons, Coaching and Support Staff pay due regard to the sensitivities of all children and do not use material that is against the company's equal opportunity policy. Coaches and Support Staff will provide material that gives positive images of ethnic minorities and challenge stereotypical images of minority groups. It is everyone's responsibility to intervene in a positive way against any incidents of discrimination.

Lesson Plan Management

Sessions are planned with due regard to all school policies including Equal Opportunities. The topics chosen and methods of approaching sensitive issues should reflect this.

Monitoring and Review

Coaches and Support Staff will be monitored and reviewed closely by the Managing Director via termly observations to ensure they are abiding by our Equal Opportunities Policy. Coach and Support Staff CPD sessions are run termly to include Inclusion, First Aid and Safeguarding, and appropriate GDPR training as required.

Gareth Hanson
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