



GET SET GIRLS

providing opportunities

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EQUAL OPPORTUNITIES POLICY

Get Set Girls recognise that certain groups in our society may encounter prejudice and discrimination. We oppose all kind of discriminatory practices and are committed to introduce measures that will combat all direct or indirect discrimination in our employment practices and in our provision of services. At Get Set Girls we aim to recognise, respect and value people's differences and we encourage everyone to realise their full potential by promoting an inclusive culture for all staff and students.

- **Access to learners, staff, volunteers, and visitors:**

Get Set Girls must be a place where every person feels welcome regardless of race, nationality, class, gender, age, or physical or mental capacity. To offer equal opportunities to all learners, we provide extra learner support where appropriate to meet individual development needs.

Service users, staff, volunteers, and all visitors should feel comfortable in our premises. We will make sure that all information is available in languages spoken by the Orthodox Jewish community.

- **Intolerance:**

Discriminatory behaviour is not acceptable. The Board will not tolerate abusive, offensive or discriminatory behaviour and will use the complaints procedure to deal with it. We expect all our staff to challenge discriminatory behaviour and attitudes, and to ensure that every aspect of their work contributes fully to the achievement of equality of opportunity. Bullying, harassment or victimization are also considered as equality and diversity issues.

- **Employment:**

We are an Equal Opportunities employer. The aim of this Equal Opportunities Policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, national origin, age, marital status, disability or mental health or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

- **Grievance and Disciplinary Procedures:**

The grievance and disciplinary procedures are operated in accordance with the recommendations of the Commission for Racial Equality and Equal Opportunities Commission. Please also refer to the Get Set Girls Complaints Procedure.

Get Set Girls Anti-discriminatory and Diversity Policy

Get Set Girls is committed to providing equality of opportunity and anti-discriminatory practice for all students and families within the framework of the organisation.

We aim to:

- Provide a secure environment in which all our students can flourish and in which all contributions are valued
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide positive non-stereotyping information about different ethnic groups and people with disabilities
- Improve our knowledge and understanding of issues of equality and diversity

The students are taught tolerance towards other beliefs, but are not taught specific details of other religions, as this is contrary to the philosophy and ethos of the organisation.

Activities and group projects offer students opportunities to develop in a prejudice and discrimination free environment.

Students are taught to respect one another.

Our staff aims to promote the development of students in a non-racist and non-sexist environment, as understood nationally and within the guidelines provided by the Jewish Religion.

Reviewed: September 2025