

EQUAL OPPORTUNITIES POLICY

YOUNG MASTERS VISUAL ARTS SCHOOL CHARITY

Young Masters is a committed equal opportunities provider, in both staffing and intake of students.

We do not discriminate on grounds of gender, sexuality, age, race, religion or any other determining factor. Instead, we recognise the inherent value of diversity within our organisation.

As a supplementary school Young Masters can play an important role not only in providing access to arts education for children across many demographics, but in promoting community cohesion that brings people together.

To promote community cohesion, an environment should be provided in which there is:

- A common vision and sense of belonging
- Value placed on diversity
- Access to equal opportunities
- Opportunity for strong and positive relationships
(*Neighbourhood Renewal Unit, 2005*)

This is a core part of what we do at Young Masters, and to continue to facilitate this cohesion we offer our staff equality and diversity training, which encourages active listening and lesson adaptation to suit individual needs.

Promoting Equality in Practice

- Encourage participation from as diverse an audience as possible within the aims of our work
- Ensure that all staff have read and understand our equal opportunities statement
- Research artists and topics that cover a wide range of backgrounds and ideas
- Use material that reflects the multicultural and unique backgrounds and personalities of the children we teach
- Allow debate and discussion of topics
- Encourage children from different schools and areas to forge friendships or share discussion
- Celebrate individual histories and group achievements in an inclusive manner
- Know and engage with the local community, including other mainstream or supplementary schools
- Never make assumptions and tackle all complaints fairly and in accordance with complaints procedures
- Have a firm but fair approach to those who in any way do not uphold the EOP

This Policy was adopted on: March 2017

Policy to be reviewed: March 2018

Policy reviewed and amended: April 2018

Policy to be reviewed: March 2019