



Cobras AP

Cobras AP Ltd – Equal Opportunities Policy

Policy Statement Cobras AP Ltd is committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that everyone should be treated fairly and with respect, regardless of their background or personal characteristics. We value the richness that diversity brings to our staff, pupils, and the wider community, and we are dedicated to creating an inclusive environment where everyone feels safe, respected, and able to thrive.

Aims of the Policy

- To ensure that no individual is discriminated against, directly or indirectly, on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- To promote a culture of mutual respect, dignity, and fairness across all levels of the organisation.
- To provide equality of access to education and employment opportunities.
- To identify and remove any barriers to learning, progress, and participation.

Scope of the Policy This policy applies to:

- All staff, pupils, volunteers, and visitors
- All areas of employment including recruitment, promotion, training, and pay
- All services provided by Cobras AP Ltd, including education, pastoral support, and outreach

Implementation We will:

- Ensure all staff understand and uphold this policy through regular training and updates.
- Promote inclusive teaching and learning practices tailored to individual needs.
- Make reasonable adjustments to support pupils and staff with disabilities.
- Monitor the outcomes of policies and practices to ensure fairness and equality.
- Challenge any form of discrimination, bullying, or harassment, and take appropriate action when incidents arise.

- Work closely with parents, carers, external agencies, and the community to support equality and inclusion.

Responsibility

- The Senior Leadership Team holds overall responsibility for ensuring this policy is implemented and reviewed.
- All staff have a personal responsibility to uphold the principles of equality and challenge discrimination when they see it.

Monitoring and Review This policy will be reviewed annually or sooner if required due to changes in legislation or guidance. Feedback from staff, pupils, and stakeholders will be considered in the review process.

Last reviewed: June 2025

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