

Equal Opportunities Policy

Central Bedfordshire SENDIASS is committed to providing a service which is free from discrimination and prejudice and endeavours to meet the needs of all parents/carers of children, or young people with special educational needs.

Through the Service Development Plan and ongoing review we will strive to:

- develop and promote service responses and practices which are fully inclusive and accessible for all
- ensure that clients are provided with “accurate, neutral information on their rights, roles and responsibilities within the SEN process and on the wide range of options available to enable them to make informed decisions” – SEN C of P 2014

We will:

- Adhere to and actively support the Council’s Equal Opportunity in Employment Policy for SENDIASS staff and volunteers
- Ensure that all service staff receive an Employee Handbook on their appointment so policies are readily accessible
- Challenge negative perceptions and behaviour which discriminate against any individual or group on the basis of their gender, marital status, age, race, disability, sexuality or religion
- Respond to individual and group needs and concerns on the basis of respect, individuality and equality
- On identifying any special language or communication needs, or disability, make reasonable adjustments as necessary to provide a consistent quality of service
- Ensure that all service staff and volunteers are made aware of this Equal Opportunities Statement
- Offer professional development opportunities to all staff and volunteers.

Where a client feels they have encountered discrimination by Central Bedfordshire SENDIASS, the complaints procedure will be activated. Any appropriate action taken will be in line with Central Bedfordshire Council’s policies and procedures.

Policy created: September 2016

Review Date: August 2019

Next review: August 2020