Jane Shipley

Founder and CEO | 07745585702

ELSA Next Generation C.I.C.

**Equality and Diversity Policy**

**ELSA Next Generation CIC (ELSA)**

**Aims and Objectives**

* + - * ELSA is dedicated to ensuring that all members of the community are treated equally, fairly and with respect.
* ELSA does not discriminate against any member of the community on the grounds of gender, sexual orientation, disability, race, colour, religion, nationality, ethnic or national origins. This is in line with the 2010 Equality Act.
* ELSA promotes the principle of fairness and justice for all through the educational and volunteering opportunities it provides within the community.
* ELSA constantly strives to remove any forms of indirect discrimination that may form barriers to learning.
* ELSA challenges stereotyping and prejudice whenever it occurs.
* ELSA celebrates the diversity of our communities and shows respect for all minority groups.
* ELSA is aware that prejudice and stereotyping is often caused by low self-image and ignorance. Through positive educational experiences and support it aims to promote positive social attitudes and respect for all.

**Race Equality**

ELSA will:

* Strive to eliminate all form of racism and racial discrimination;
* Promote equality of opportunity;
* Promote good relations between people of different racial and ethnic groups;
* It is the right of all children, young people and adults to receive equal access to all education opportunities offered by ELSA.

**Disability Non-Discrimination**

* ELSA is committed to meeting the needs of all children, young people and adults who are involved with ELSA workshops and programmes.

**Gender Equality**

* The Sex Discrimination Act (1975) makes discrimination unlawful in education, employment and training. ELSA is committed to ensuring gender equality and will take positive steps to counteract stereotyping through the provision of a wide range of educational experiences within the community. All learners will have the opportunity and encouragement to achieve their full potential.

**Allegations and Suspicions**

* Any allegations, or suspicions of acts contrary to this Equality and Diversity Policy, must be reported to the Director, Jane Shipley.
* Breach of this Policy in any form will not be tolerated. Any reported incidents will be fully investigated.

**Monitoring and Review**

* ELSA is committed to renewing the Equality and Diversity Policy and good practice annually.

*Policy updated 25th July 2025 Date to Review: 28th July 2026*

*Signed: Jane Shipley Founder and CEO of ELSA, Jane Shipley*

Company No: 12844533 ELSA Next Generation CIC

c/o Hicks and Co

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