

# StudyBox - Equality Policy

## 1. Introduction

StudyBox is committed to providing high-quality tuition services in maths, English, science, and related subjects for children aged 5-17 across our centres in Wallington, Sutton, Croydon, and West Malling. We believe that equality, diversity, and inclusion are fundamental to creating a positive learning environment where every student can thrive, regardless of their background.

This Equality Policy outlines our dedication to promoting equality and eliminating discrimination in all aspects of our operations. It aligns with the UK Equality Act 2010 and other relevant legislation, ensuring fair treatment for all individuals associated with StudyBox, including students, parents/guardians, employees, tutors, volunteers, and visitors.

## 2. Scope

This policy applies to:

- All StudyBox centres.
- Recruitment, employment, and professional development of staff and tutors.
- Admission, participation, and support of students in tuition sessions, including SATs, 11+, GCSE preparation, kids coding, and other programs.
- Interactions with parents/guardians, suppliers, and the wider community.
- All decision-making processes, including curriculum design, resource allocation, and event planning.

## 3. Protected Characteristics

StudyBox recognises and protects against discrimination based on the following characteristics as defined by the Equality Act 2010:

- Age
- Disability (including physical, mental, and learning disabilities)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, nationality, and colour)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

We also extend our commitment to other forms of diversity, such as socio-economic background, family structure, and cultural heritage, to foster an inclusive environment.

## 4. Our Commitments

StudyBox is dedicated to:

- **Promoting Equality of Opportunity:** Ensuring all students have equal access to our tuition services, resources, and opportunities. We adapt teaching methods to meet individual needs, such as providing accessible materials for students with disabilities or flexible scheduling for those with caring responsibilities.
- **Eliminating Discrimination, Harassment, and Victimisation:** We have zero tolerance for any form of direct or indirect discrimination, harassment, bullying, or victimisation. This includes verbal, physical, or online behaviour.
- **Advancing Equality and Fostering Good Relations:** Actively encouraging positive interactions between people from different backgrounds through inclusive group activities, diverse curriculum examples, and community events.
- **Accessibility and Inclusion:** Making reasonable adjustments to our facilities, teaching practices, and online platforms to ensure they are accessible. For example, providing ramps at centres, captioning for online sessions, or alternative formats for learning materials.
- **Diverse Representation:** Reflecting diversity in our teaching staff, marketing materials, and educational content to inspire students from all backgrounds.

## 5. Responsibilities

- **Senior Management:** Oversee the implementation of this policy, monitor compliance, and review it annually or as needed.
- **Tutors and Staff:** Uphold equality in daily interactions, report incidents of discrimination, and participate in equality training.
- **Students and Parents/Guardians:** Respect others and report any concerns about discrimination.
- **All Individuals:** Contribute to a respectful and inclusive environment.

## 6. Recruitment and Employment

- We recruit and promote based on merit, ensuring job advertisements and selection processes are free from bias.
- Training on equality, diversity, and unconscious bias is provided to all staff upon induction and regularly thereafter.

## 7. Service Delivery

- Student admissions are based on educational needs, not protected characteristics.
- Individual learning plans consider diverse needs, such as cultural sensitivities in examples or accommodations for religious observances.
- Feedback mechanisms allow students and parents to raise equality concerns anonymously.

## 8. Monitoring and Review

- We collect and analyse data on equality (e.g., student demographics, complaint trends) while respecting data protection laws like GDPR.
- This policy will be reviewed every 12 months or following significant changes in legislation or operations.

## 9. Dealing with Breaches

- Any complaints of discrimination will be investigated promptly, fairly, and confidentially through our formal complaints procedure.
- Disciplinary action, up to and including dismissal or exclusion from services, may be taken against those found to have breached this policy.
- Support will be offered to affected individuals, including referrals to external agencies if appropriate.

## 10. Contact Information

For questions or concerns about this policy, contact:

- Email: [shannon@studybox.london](mailto:shannon@studybox.london)
- Phone: Refer to specific centre contacts on our website.