

Equal opportunities & Inclusion

At The Multiple Intelligence Hub (MIH) equality is promoted by aiming to meet individual needs of each service user. To ensure they are all given opportunities to grow and develop through activities within our provision. Inclusive practice where diversity is celebrated and differences are valued helps develop understanding and respect.

MIH is committed to the equal opportunity for all and we wish to provide an environment in which people feel equally valued. Our policies help to ensure that we promote the individuality of all, irrespective of ethnicity, attainment, age, disability, gender or background.

Anti-discrimination laws within the U.K. have been designed to eliminate discrimination in employment and education on the grounds of race and sex.

We accept the concept of equal opportunities being fundamental to good practice in education and participation in activities, no matter how broad its sphere and 'alternative' in its delivery. We seek to ensure that knowledge and skills are provided for everyone, enabling us to provide equality of opportunity in all aspects of the learning experience.

We accept the need to allow for differences in abilities and attitudes and the needs of children and young people even within their peer group.

To make our policy effective, our activities will provide a wide range of experiences, which deliver the same knowledge of skills taking into regard the needs of every person.

Aims

All have the right to a broad and balanced activity programme, irrespective of gender, ethnic origin or level of ability or social circumstances.

Objectives

To enable everyone to fulfil their potential, make choices about opportunities open to them, we will endeavour to eliminate any barriers which might inhibit the development of individual choice and potential.

All children should have access to:

- A broad and balanced programme.
- Common learning experiences that are differentiated where necessary to match learning ability.
- Equality of instructor time.
- Equal access to resources.

When planning a visit, information is requested from schools/groups about any service user with access or medical requirements so they can be fully included in the programme. We will adapt experiences to ensure that everyone can participate and, where possible, we will keep spare sets of waterproof clothing to ensure that bad weather is not a barrier to taking part.

Document Created: January 2019

Last Reviewed: March 2020

Next Review Due: March 2021

Managing Director:

Donna McLean