

# Equal Opportunities Policy

**Cosmic People requires all supply staff working with us to be fully aware of the implications of equal opportunities.**

Cosmic People takes a positive approach to equal opportunities for all. Equal opportunity means that all children and young adults have the chance to achieve the best possible development, regardless of their gender, ability, race, ethnicity, circumstances, sexual orientation or age. Some vulnerable children and young adults may have been particularly disadvantaged in their access to important opportunities and their health and educational needs will require particular attention in order to optimise their current welfare, as well as their long-term outcomes in adulthood.

Equal Opportunity policies vary across colleges and universities. However Cosmic People wishes to affirm its complete support of, and compliance with, the equal opportunities policies of the individual establishments and authorities we work alongside.

Cosmic People affirms our determination to uphold education programmes that ensure:

- Racial and cultural differences are respected
- Equal opportunity for everyone, regardless of their race, sex, disability, age, marital or civil partnership status, colour, ethnic or national origin, creed, sexual orientation, gender reassignment and membership or non-membership of a trade union.
- The rights of all groups are protected
- The elimination of all practice which discriminates unfairly against any section of society

Cosmic People are fully committed to upholding the rights of students with special needs and has a full awareness of the Special Needs Code of Practice. Cosmic People is therefore committed to ensuring that students with special needs receive their full education entitlement.

**Failure to comply with the Equal Opportunity standards set by Cosmic People, will result in your removal from Cosmic People's register.**

