

25th August 2020

Dear Colleague,

I would like to take the opportunity of introducing the Equality and Inclusion Partnership (EQUIP) and the services that we offer Educational establishments. EQUIP is a Charitable Incorporated Organisation working across Warwickshire to promote equality, diversity, and inclusion across all sections of society. We provide support, advice, and training to people to address and tackle all form of discrimination. The types of discriminations covered are: -

- Direct discrimination
- Associative discrimination
- Discrimination by perception
- Indirect discrimination
- Discrimination arising from disability
- Duty to make reasonable adjustments for those with disabilities, harassment, and victimisation

We work with a range of individuals, groups and organisations across the private, public, voluntary and community sectors which allows us to build an understanding of the key issues surrounding Equality & Diversity that are pertinent to Warwickshire and its communities.

We also provide a free and confidential, AQS accredited, casework service to anyone who has experienced hate or discrimination, under any of the 9 protected characteristics as defined by the Equality Act 2010: -

- Pregnancy and maternity
- Age
- Disability
- Marriage and civil partnership
- Gender
- Race
- Gender identity
- Religion or belief
- Sexual orientation.

Once a person or organisation gets in touch with us, we carry out an assessment to determine their needs and whether additional support is required from one of our many partner organisations.

Room 127, Morgan Conference Suite, Warwickshire College
Technology Drive, Rugby, Warwickshire CV21 1AR

Tel: 0330 135 6606 **Mobile:** 07827 332 923 **Email:** kim@equipequality.org.uk

www.equipequality.org.uk

Registered as a CIO number 1169436



We also offer awareness and training sessions around; Equality and Diversity, Mental health & Cultural awareness, and Hate Crime. For further information, please visit <https://www.equipequality.org.uk/training>.

Having developed a Hate Crime Charter for Warwickshire, we also offer a free online e-learning course that can be accessed via the www.reportthatenow.com website. I am sure you will agree with me that hateful comments and behaviour should never be tolerated and should always be reported. This course is about educating all frontline staff and members on the difference between a hate crime and a hate incident.

As an organisation striving for equality and inclusion it is imperative for the Senco staff in the school learning environment to have their voices heard. We can offer further guidance to your Special Educational Needs Co-ordinators particularly in terms of the stakeholders making reasonable adjustments necessary to support the students. What might be considered 'reasonable' for one organisation might not be the same for another.

The EQuIP team will be able to work in collaboration with Schools, to maintain and support the students with an awareness around culture and the impact it has on families, which can all affect a young person's health and wellbeing too in education.

EQuIP, as an organisation, are here to support and guide you on this journey, we protect your anonymity. Sometimes speaking to someone other than the police can help and EQuIP are here to support you throughout. It is our commitment to continue cultivating an environment in which both staff and students feel accepted, included, and safe.

I would welcome the opportunity to meet with either you or another of your colleagues to discuss how EQuIP can support you, your staff and educational establishment. Please feel free to contact me by emailing kim@equipequality.org.uk or by telephoning 07827 332 923.

I look forward to hearing from you.

Yours faithfully

Kim McCloskey

Kim McCloskey
Discrimination and Hate Crime Officer

**During Covid 19 we are working from home therefore the main telephone number is;
07377 431997**

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