

## *Equality, Diversity and Inclusion Policy*

Bodywork Company is an equal opportunities company and will not discriminate against any member of staff, casual worker, contractor, visitor, job applicant or student on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, or because someone is married or in a civil partnership. It will seek to ensure all individuals are treated fairly and that decisions on employment, training, promotion and career progression are made solely on the basis of individual performance and ability.

This policy is in accordance with statutory requirements (including the Equality Act 2010) and may be amended by changes to UK legislation.

Bodywork Company is committed to creating and maintaining a work and learning environment that is free from harassment and bullying and where everyone is treated with dignity and respect.

### *Responsibilities*

It is the responsibility of Bodywork Company, its members of staff, casual workers, contractors, visitors and students to ensure that the standards established within this policy are adhered to and that they:

- Co-operate with any measures introduced to ensure equal opportunity
- Report any suspected discriminatory acts or practices to the Principal
- Do not induce or attempt to induce others to practice unlawful discrimination
- Do not victimise anyone as a result of them having reported or provided evidence of discrimination
- Do not harass, abuse or intimidate others.

## Legal Obligations

It is unlawful to discriminate directly or indirectly in employment, recruitment or student acceptance because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

## Definitions

**Direct Discrimination** is where a person is treated less favourably than another because of a protected characteristic.

**Indirect Discrimination** is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination) such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

**Harassment** is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

**Associative Discrimination** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (although it does not cover harassment because of marriage and civil partnership).

**Perceptive Discrimination** is where an individual is directly discriminated against or harassed based on a perception that he/she/they has a particular protected characteristic when he/she/they does not, in fact, have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity/paternity).

**Victimisation** occurs where an individual is treated less favourably because he/she/they has asserted their legal rights in line with the Equality Act 2010, or helped someone else to do so (this protection is not afforded to employees or students if they acted maliciously or made or supported an untrue complaint).

If for any reason associated with this policy a member of staff or student feels he/she/they been treated unfairly, he/she/they should speak with the Principal. All allegations of harassment will be investigated thoroughly before any further action is taken. Any breach of the Equal Opportunities Policy will be dealt with through the Disciplinary Procedure which may result in formal action, including dismissal.

### *Monitoring*

This policy will be reviewed periodically and will be updated in accordance with changes in the law.

**Reviewed by Mike Udin, Chair of Governors – September 2020**

**To be next reviewed September 2022**

