



DIVERSITY AND EQUALITY POLICY

ABC SWIM SCHOOL is committed to the principles and practices of equal opportunities as a service provider. ABC SWIM SCHOOL staff, and learners (referred to as stakeholders) whether permanent or temporary, are responsible for the promotion and advancement of this policy.

We recognise the need to acknowledge the diversity of provision and are committed to the elimination of discrimination on the grounds of religion, belief, race, ethnicity, gender, age, marital or civil partnership status, pregnancy and maternity, sexual orientation, gender reassignment, disability, ability, occupation, political opinion, those with/without dependants or on any other grounds or status (referred to as “protected characteristics”).

Policy Aim & Purpose

We will not tolerate any unlawful discrimination or other unfair treatment (Appendix 1) whether intentional or unintentional, direct or indirect towards any learner. Therefore this policy has been produced with the aim to prevent and address discrimination through the establishment of handling procedures for evaluating and/or investigating allegations of harassment, bullying or grievances, incurring correct action via sanctions and/or penalties where required.

Objectives

To ensure equality, diversity and inclusive practices are implemented within ABC SWIM SCHOOL the following objectives have been developed to ensure the continued monitoring of qualifications for any feature which may present a disadvantage for a learner with protected characteristics.

The ABC SWIM SCHOOL management team will:

- Ensure this policy is effectively communicated with all stakeholders.
- Ensure continual review of the effectiveness of this policy in line with equalities law, taking prompt action to rectify any deficiencies
- Ensure the policy is current, published and available to all.

The ABC SWIM SCHOOL Quality Assurance Team will:

- Promote fair access to units and/or qualifications ensuring that ABC SWIM SCHOOL are complying with the *Reasonable Adjustments Special Considerations and Learning Support Policy*
- Encourage reporting of allegations of direct/indirect discrimination, harassment, bullying or victimisation through the appropriate channels and handle this effectively in accordance with ABC SWIM SCHOOLS Complaints Policy.
- Effectively manage risk and performance across ABC SWIM SCHOOLS activities, ensuring correct action where required to maintain the commitment to equality and diversity.
- Maintain quality records and reporting on data (inclusive of age, gender, ethnicity and disability) to monitor and evaluate diversity in order to ensure equality and eliminate unlawful discrimination or other unfair treatment.

The next date for review will be 21st April 2017

Appendix 1: Terms of Reference

Unlawful discrimination can take any of the following forms:

Bullying	The misuse of power or position to persistently criticise, humiliate or undermine an individuals confidence.
Direct Discrimination	Treating someone less favourably than you would treat others because of a protected characteristic
Indirect Discrimination	Applying a provision, criterion or practice, on the face of it, applies equally to all but in practice can disadvantage individuals with a particular protected characteristic. Such requirements or conditions are lawful only if they can be objectively justified
Harassment	Engaging in unwanted conduct relating to a relevant protected characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. ABC SWIM SCHOOL is committed to ensure that its stakeholders are able to conduct their activities free from harassment.
Victimisation	Subjecting someone to a detriment because he/she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 or equivalent legislation)

ABC SWIM SCHOOL and the ASA AB regards bullying, discrimination, harassment and victimisation, as described above as serious misconduct. Any concerns highlighted concerning equalities will be taken seriously and appropriate measures including disciplinary action, may be brought against any stakeholder who unlawfully bullies, discriminates against, harasses or victimises any other person.

The next date for review will be 21st April 2017.