



Equality and Diversity Policy

INTRODUCTION

Luke Anthony Training Group is a training provider in the UK, providing education and training nationally. This policy has been adopted by and is to be adhered to by all employees across all sites. Luke Anthony Training Group wishes to secure genuine equality of opportunity, whether required by legislation or not, in all aspects of its activities as an employer and training provider.

To this end, Luke Anthony Training Group will take all reasonable, practicable steps to ensure that there is no discrimination against any individual or individuals, including colleagues, directors, beneficiaries, learners, sub-contractors, and customers on account of their disability, age, sexual orientation, race, religion or belief, gender reassignment, gender, marital status and civil partnership, pregnancy and maternity or any other criteria.

The policy will be monitored, reviewed annually and updated accordingly in line with any legislative changes and approved by the owners of the company. The policy can be made available in alternate formats on request.

Applies to: All employees and associates.

Reason for Policy: The overall purpose of this policy is to abide by the *Equality Act 2010* and to ensure that Luke Anthony's Training Group is a place where learning and work exists in an environment that promotes equality of opportunity, celebrates diversity, and allows everyone to achieve their potential.

This policy will be communicated through different means to all staff, learners, subcontractors, stakeholders, and prospective employees and is approved and reviewed by the owners annually.

OUR COMMITMENT

- Employees are entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Individuals are entitled to receive a service from Luke Anthony's Training Group that is free from bias and all unreasonable barriers.
- Employees and learners are entitled to equality of opportunity in all aspects of their employment and training, including its terms and conditions.
- Potential employees and learners are entitled to expect the recruitment process to be free from all unreasonable barriers.
- Learners will be supported in their learning to allow them to succeed in line with peers and progression to new opportunities.
- Employees will be provided training and potential employees and the learner is entitled to expect the recruitment process to be free from all unreasonable barriers.
- Learners will be supported in their learning to allow them to succeed in line with peers and progression to new opportunities.
- Employees will be provided training and development opportunities to support their understanding and commitment to the policy.

POLICY

Principles

The Company values will embed equality and diversity in their implementation, namely:

- Do the right thing - we endeavor to be open, honest, and fair in our dealings with learners, employers, partners, and stakeholders.
- Learners are at the center of everything we do, and we are driven by the desire to provide life changing opportunities for each and every one of them.
- Continuous improvement - we are committed to continually exploring ways to improve the services we offer for the benefit of our learners, partners, and employers.
- Develop and empower our staff - we are passionate about supporting staff at all levels so that they can realise their full potential and progress.
- The Company actively promotes British Values through tutorial and classroom delivery, using the following key themes:
 - Democracy
 - The Rule of Law
 - Individual Liberty
 - Respect and Tolerance

In June 2014, the Government emphasized the important role that British Values can play in education, how well these are taught and integrated as part of the ethos of Post-16 Education.

They are now a focus of the Ofsted inspection process. Although the concept of reinforcing British Values is something which is developing in significance for the FE Sector, it is new to us at Luke Anthony's. British Values are promoted in so much of what we do. As well as actively promoting British Values we would also actively challenge learners, employers, staff, or parents expressing opinions contrary to fundamental British Values, including 'extremist' views of any variety.

Objectives of the Policy

- Regularly report to the owners on equality and diversity matters and the performance of different groups of learners.
- Regularly review the policy and procedures that promote and protect equality and diversity.
- Make all partners aware of their personal obligations to avoid discrimination, in accordance with this Equality and Diversity Policy.
- Organise or access opportunities that foster a culture of equality for all.
- Monitor procedures and activities to ensure the effectiveness of Luke Anthony's Training Group's approach.
- Take into account the needs of all, particularly those with protected characteristics.
- Take positive action to address unjustified disparities in training and/or employment.

Statutory Acts

There are several statutory and other provisions relating to Equality & Diversity and these are enveloped in one Single Equality Bill (October 2010). These include:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Religion Act 1976
- Disability Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007 Equal Opportunities

STATEMENT

Luke Anthony's Training Group is committed to being an equal opportunities company, promoting and developing equality and diversity in all its functions across the business. It will seek to do this by:

- Communicating its commitment to equality and diversity to all.
- Creating an environment where there is mutual respect and equality of opportunity.
- Providing relevant training for all staff Developing mechanisms for implementation, monitoring, evaluation, and review.
- Treating acts of discrimination as a disciplinary offence.
- Dealing with harassment and bullying.
- Engaging staff in the development, implementation, and execution of our policies.
- Actively promoting equality and diversity with our customers, learners, and others.
- Engaging a team of equality and diversity champions to share good practice.
- People that we deal with will receive equal treatment regardless of sex, marital status and civil partnership, pregnancy and maternity or race, colour, ethnicity, nationality, disability, age, sexual orientation, gender identity, religion, or belief.

The Directors and owners recognise that they have responsibility for ensuring that Luke Anthony's Training Group operates within the legal framework for equality, and for implementing the policy throughout the business. All employees and learners are responsible to prevent discrimination that is within their control to prevent or challenge.

DEFINITIONS

Direct Discrimination - Direct discrimination occurs when someone is treated less favorably in relation to any of the protected characteristics.

Indirect Discrimination - Indirect discrimination is a discrete type of discrimination that involves a policy, rule or procedure that is applied to everyone in a certain area but, ultimately, puts some individuals or groups at a disadvantage. Just like direct discrimination, indirect discrimination can be posed as a formal or informal rule, practice or policy that may control behavior or set standards in the workplace.

Discrimination by Association - Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic. *Perceptive discrimination* - is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Harassment - Harassment is recognised and means that employees will be able to complain with regards to behavior that they find offensive, even if it is not directed at them, and the complainant need not possess the relevant characteristics themselves.

Bullying - Bullying is not a natural behaviour and should not be seen as such. Typically, this can be when someone uses superior strength or influence to intimidate.

Victimisation - Victimisation is the action of singling someone out for cruel or unjust treatment.