



# EQUALITY AND DIVERSITY POLICY

The Soho Gyms Academy is committed to ensuring all staff and students will be treated with respect, honesty and integrity. We are committed to ensuring within the framework of the law that our workplaces/teaching environments are free from unlawful discrimination on the grounds of colour, race, nationality, ethnic or national origin, religion or belief, sex, gender, (including gender reassignment), sexual orientation, sexuality, age, marital or civil partnership status, disability, part-time or fixed-term status or trade union membership.

Soho Gyms has set out below the following definitions in order to help adhere to their equality and diversity policy:

**Equality** is the current term for 'Equal Opportunities'. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of group membership i.e. sex, race, disability, sexual orientation, religion, belief, or age.

**Diversity** implies a wide range of conditions and characteristics. In terms of businesses and their workforces it is about valuing and reaping the benefits of a varied workforce that makes best of people's talents whatever their backgrounds. Diversity encompasses visible and non-visible individual differences. It can be seen in the makeup of your workforce in terms of gender, ethnic minorities, disabled people etc., about where those people are in terms of management positions, job opportunities, terms and conditions in the workplace.

**Direct discrimination** occurs when a person is treated less favourably on the grounds of a personal characteristic, such as sex, parental status, race, age or disability.

**Indirect discrimination** occurs when a policy or procedure which appears to treat everyone equally has the effect of disadvantaging certain groups and the requirement is not reasonable. Indirect discrimination occurs when a neutral, or seemingly harmless, policy, rule or practice has a discriminatory effect against a certain group of people.

Whilst the Soho Gyms Academy will take full responsibility of ensuring all comply with this policy, monitor its use and investigate any breaches of the policy. We also ask all involved in the academy to take full responsibility such as tutors, assessors, students, and Soho Gyms staff. All are expected to adhere to this policy and bring to the attention to relevant persons any examples of discrimination that occur. All tutors and Soho Gyms staff should ensure all students are made aware of this policy whether it is via direct reference to or within the student's course notes.

## PROCEDURE:

**Any students who become aware of any discrimination or experience it directly should be aware that it may be more appropriate to speak to the discriminator initially and could be resolved informally.**

**If step 1) is not suitable then the incident may need to be reported to the tutor on the course or the tutor's line manager if not this is not suitable. This would therefore be the Academy Manager.**

**The incident would then be investigated by the tutor or Academy Manager and referred to a more appropriate manager within Soho Gyms if felt necessary. Once the matter has been investigated the student who has alleged discrimination will be informed of the action taken, and where appropriate, the outcome.**

**If the student is not happy with the action then they may appeal in writing within fourteen working days to the Managing Director of Soho Gyms who will review the outcome with an appropriate senior manager. Following this investigation, any further decisions will be final.**