

Picassos Training Academy

Equality and Diversity Policy

Revision Date: April 19

EQUALITY AND DIVERSITY POLICY

Policy Statement

Picasso's Training Academy values and recognises the social and cultural diversity in which it operates and seeks to promote equality and respect the dignity of all staff and those individuals to whom it provides services (young people).

Picasso's Training Academy aims to provide conditions, which encourage everyone to participate in learning, and actively combats discrimination.

The organization has a fundamental belief in the right for everyone to be treated with dignity and respect regardless of:

- Age
- Disability/learning difficulties
- Ethnic origin
- Gender
- Martial status or domestic responsibilities
- Religion or no religion
- Sexual orientation
- Socio-economic background

Legislation

Picasso's policy affirms its commitment to the current, and any subsequently enacted legislation governing Equality, in particular:

- The rehabilitation of offenders Act 1974
- Sex discrimination Act 1975
- Race relations Act 1976
- Disability discrimination Act 1995
- Race relations (amendment) Act 2000
- Special education needs & Disability discrimination Act 2001
- Religion or Belief Regulations 2003
- Sexual Orientation Regulations 2003

Responsibility and Obligations

Everyone has a responsibility to give full and active support for the policy by ensuring:

- Their behaviour at all times takes into account the sensibilities of others
- The policy is known, understood and implemented
- Everyone is treated with respect and dignity
- Discriminatory behaviour not in accordance with the equality and diversity policy is challenged

Discrimination and harassment

It is unlawful to discriminate directly or indirectly on the grounds of sex, race, gender reassignment, pregnancy and maternity, colour, age, disability, race, nationality, ethnic origin, sexual orientation, religion or belief or marital status.

Direct Discrimination occurs when a person is treated less favourably than another in comparable circumstances on a prohibited ground.

Indirect Discrimination occurs when a provision, criterion or practice is applied to all, but is of to the detriment of a portion of the relevant group and cannot be objectively justified.

Harassment occurs when there is unwanted conduct relating to one the prohibited grounds, which has the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. ETS have a Harassment Policy, which outlines our approach to dealing with Harassment in the workplace.

Victimisation is where someone is treated less favourably than others because he or she has previously alleged unlawful discrimination or given evidence in relation to a complaint.

Staff should bear in mind that any resources used in training should be free from discriminatory practices.

Any young person who has been identified as having additional needs by the home school will be action planned so that their needs are addressed. This will be detailed in the young person's ILP.

Should any member of staff, customer or young person feel that this policy has been breached in anyway then they are to follow the Hartwell's complaints procedure?