

## Policy Statement

### Equality & Diversity

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Tempus Training is committed to achieving equality for our learners, staff and everyone who uses our services. We aim to ensure all our learners whatever their ability or background benefit from high quality education and career opportunities.

At Tempus we celebrate difference whatever the background, cultures belief, sexual orientation, gender or physical abilities of our learners. We are united in supporting them to realise their ambitions and to fulfil their potential and are committed to fulfilling the main aims of the general equality duty, to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Tempus is an organisation that works to eliminate all forms of discrimination through our values, policies and procedures and through compliance with the Equality Act 2010.

#### Equality Act 2010

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and/or victimisation. The main purpose of the Act is to ensure that everyone has the right to be treated fairly at work or when using public services. It protects people from discrimination on the basis of certain characteristics. These are known as protected characteristics.

At Tempus we have established policies, procedures and training to ensure staff understand their responsibilities and ensure equality and diversity is promoted.

#### Protected characteristics

There are 9 protected characteristics as defined in the Equality Act and these are:

- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Sex (gender)
- Age

## Discrimination:

The Act defines 4 main types of discrimination and these are:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

To implement these commitments ESFA projects will:

- Seek that equality and diversity is embedded into project practices, to the benefit of project staff and participants as well as the wider community;
- Provide project staff with equality and diversity training and an implementation plan which will be reviewed as required;
- Promote equality and diversity to a wider partnership, and work with partners to improve provision and services;
- Empower all participants to make decisions on learning and work and overcome barriers to equal opportunity;
- Promote equality of opportunity between people who share a protected characteristic and those who do not;
- Support participants (and employees) to challenge, record, and report incidences of discrimination and ensure we have in place an accessible and robust complaints system;
- Meet or, where practical, exceed all legislative, regulatory and other requirements;
- Liaise with wider stakeholders and our customers/clients to promote best equality and diversity practice for the operation of our project;
- Raise the awareness and understanding of all project staff/participants and maintain awareness of equality and diversity issues and related matters.

ESFA project requirements:

- Equality and Diversity must be a regular agenda item at project meetings and will be reviewed at regular intervals.
- To encourage engagement and meet the needs of people from protected groups, minimising any disadvantages experienced by them due to their protected characteristics;
- Design and print guidelines must promote diversity and present positive non-stereotypical images and language. We will provide a range of accessible formats including languages other than English, Braille, large print, audio, sign language, interpretation, and translation, as appropriate
- Work to achieve the diversity of our workforce to ensure that it reflects the communities we serve.
- Allowances for religious festivals and identification of religious/cultural needs.
- Project staff must strive for continual development throughout the project, through learning lessons and monitoring activity.
- To challenge traditional gender stereotypes with young people/employers when considering career pathways
- Employers in sectors, e.g. care, engineering will be targeted to promote career opportunities with equality and diversity as a core value to challenge gender stereotypes.
- Ensure disability access to premises for training
- To improve links between education/training provision and career opportunities to better prepare participants (including disadvantaged and/or those with protected characteristics) for jobs of the future and creating a better skilled workforce.
- All staff must be trained to identify equality and diversity issues and act on them.

- Participants to be made aware of this policy and to support with its continual improvement;
- Clear and regular monitoring and reporting activity will be conducted against baselines once established (e.g. race, disability, sex, age).

**COMMERCIAL IN CONFIDENCE**

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