

# Equality Policy

## Introduction

AFFABLE THERAPY is committed to the principles of equality of opportunity.

AFFABLE THERAPY seeks to adhere to the legal framework for equalities and to engage in the spirit of the national legislative framework not only to meet the letter of statute in this area but also the spirit of that legislation.

This AFFABLE THERAPY Equality Policy relates its services and activities as a provider of education and training and to other services it provides; including services performed on AFFABLE THERAPY's behalf by third parties.

## Our Values

We value

- Putting the customer first
- Improving performance
- Promoting equality and valuing diversity

We value diversity in our learners; it enhances the quality of life in our communities and the ability to provide choice and progression through our services. Our courses are open to learners from any background provided they meet the entry level criteria. If we are unable to cater to their specific needs, we will help them by providing information about other centres where they

Our Team will determine the success of this policy by their ability and commitment to putting this policy into practice.

## Our Aims and Objectives

The aims of AFFABLE THERAPY's Equality Policy are to:-

- identify and eliminate unlawful discrimination;
- promote best practice in equality of opportunity in AFFABLE THERAPY's activities; and
- ensure that the AFFABLE THERAPY commitment to equality is widely known and understood, and communicated to those people with whom we work or to whom we provide services.

The objectives of the Policy are to:-

- promote and be committed to excellence in race equality and race relations through the work of AFFABLE THERAPY;
- ensure that learners recognise and understand the business case for race equality and diversity, ensuring that it forms an integral part of the service business planning framework
- able to provide learning services to learners from diverse background
- equality of access to the services provided by AFFABLE THERAPY and that its strategies, policies, procedures and methods of operation does not discriminate against BME communities directly or indirectly;
- promote best practice in race equality and diversity in the procurement of goods and services, ensuring that those contracted to supply goods or services to AFFABLE THERAPY do not directly or indirectly discriminate against BME communities;
- work in collaborative and pro-active partnerships with other organisations in the community, both statutory and voluntary in delivering shared race and equality objectives.
- ensure through effective monitoring, investigation and remedial action that neither direct nor indirect discrimination exists in the policies and procedures of AFFABLE THERAPY and the way in which they are operated;
- endeavour to ensure that instances of racial harassment are eliminated from the learning environments and that all learners are treated with equal respect in classroom.

### **Providing Services**

AFFABLE THERAPY actively promotes equality of opportunity in the provision of all its services.

This commitment is expressed in its policies, procedures, service standards, targets and monitoring systems.

We recognise the need to ensure that our services are responsive to the learning needs of everyone we deal with. This can only be done by increasing our knowledge about those using our services, to inform policy and strategic decisions and to increase the knowledge of AFFABLE THERAPY regarding learner needs.

### **Putting this Policy into practice**

We will implement this policy by asking our learners of any special needs that they may have at the time of enrolment and by ensuring a disability access to our training venue.

This policy will be reviewed at least annually by AFFABLE THERAPY's Senior Management.

Copies of this Equality Policy and related detailed policies will be made available to all learners via our website.

We will make sure that our policies and procedures do not discriminate unfairly, but where this occurs we will take positive steps to ensure compliance with this policy.

### **Responsibility**

It is the responsibility of all staff, contractors, consultants and suppliers to make sure they keep to all contractual and legal obligations which relate to this policy.

AFFABLE THERAPY Senior Management have the overall responsibility for ensuring compliance with this policy and for putting the Equality Policy into action and also in ensuring consistency and uniformity in the application and administration of all procedures to achieve equal opportunity in all areas of AFFABLE THERAPY activities.

### **Complaints**

Anyone who has a complaint under this policy or thinks they have been discriminated against should inform Sumita Singh, Owner and Principal Tutor of Affable Therapy in writing.