

Dated: 1 st April 2022	Reviewed: 1 st April 2023	Signed: C.Howells	C. Howells
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Equality & Diversity Policy

This policy sets out the commitment of Field of Joy Ltd and its partners to promote equality of opportunity and work to eliminate any unlawful or unfair discrimination and harassment in the workplace or host venue.

Field of Joy Ltd recognises the real educational and business benefits of having a diverse community of staff and learners who value one another and the different contributions they can make to achieving the company mission to be open and accessible and to deliver learning and support to achieve the highest possible standards.

Protected Characteristics under the Equality Act 2010

Discrimination occurs when a person is treated unfairly because of who they are. Individuals are offered protection against discrimination through the Equality Act 2010. The Act sets out the ways in which people are protected against discrimination from the following:

- Their employer
- Service providers such as banks, utility companies and shops
- Healthcare providers and medical professionals
- Those who let out or sell property such as estate agents and housing associations
- Education providers including schools, colleges and universities
- Transport providers including bus companies, train services and taxi firms
- Public service providers including local authorities and government run bodies.

We are committed to providing equality for all and The Equality Act 2010 sets out the nine characteristics that are protected::

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

We will work to ensure that all of our staff, learners, volunteers and visitors as well as those who seek to apply to work or learn with us, are treated fairly and are not subjected to discrimination by Field of Joy Ltd on any of these grounds

Field of Joy Ltd is committed to the inclusion of marginalised or disadvantaged groups, in particular (ex) offenders, young people excluded from mainstream education, travellers, learners with poor mental health and the long term unemployed.

Commitments

We will:

- Value diversity and promote equality of opportunity for all.
 - Promote respect and encourage good relations within and between groups.
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- Aim to meet the different needs of different groups, as appropriate, whilst promoting shared values.
 - Promote an inclusive and harmonious place of work and learning where there is mutual respect and where harassment and bullying, intimidation or violence is not tolerated.
 - Prevent unlawful discrimination.
 - Comply with our legal obligations.
 - Take seriously and address any breaches of this policy.

Responsibilities

The Field of Joy Ltd Director has ultimate responsibility for ensuring that this policy is fully implemented. All staff and learners, those carrying out work or delivering services on behalf of the company are required to comply with this policy. Everyone is required to promote a culture free from illegal discrimination and all forms of harassment and bullying. In addition, failure to adhere to these responsibilities under the law may lead to civil actions or criminal proceedings

Field of Joy Ltd will ensure that:

- Staff and learners are made aware of the equality and diversity policy and the procedures for making complaints.
- The implementation of the equal opportunities and diversity policy is monitored and progress reported.
- Policies, strategies and procedures are monitored for Equality and Diversity effectiveness to ensure that where appropriate, they promote equality and do not unlawfully discriminate.
- Procedures are in place for the fair appointment, promotion and development of staff and the fair selection, training and assessment of learners, free from unjustifiable discrimination.
- Staff are provided with appropriate equality and diversity training and development.
- Compliance with the equality and diversity policy is part of the job description of all staff.
- Actions by staff to implement the equality and diversity policy will be reviewed as part of the appraisal process.
- There are sufficient resources and facilities to implement this policy effectively.

Everyone is expected to:

- Support and implement the equality and diversity policy and ensure that their actions and behaviour do not amount to discrimination or harassment in any way

Policy Review

We will review this policy and regularly assess progress. We will take action when we identify areas where inequality or discrimination may exist

Complaints of Discrimination

If a learner, member of staff, visitor or volunteer believes that they have suffered any form of discrimination, harassment or victimisation Xyz Ltd will take this very seriously. All complaints will be dealt with in accordance with the agreed procedures. Anyone who makes a complaint of discrimination will not be victimised and all complaints will be dealt with promptly.