



# Diversity and Equality Policy

Splash Academy as a service provider and across its awarding function is committed to the principles and practices of equal opportunities. All Splash Academy members of staff are responsible for the promotion and advancement of this policy.

We recognise the need to acknowledge equal opportunities and are committed to the elimination of discrimination on the grounds of religion, belief, race, ethnicity, gender, age, marital or civil partnership status, pregnancy and maternity, sexual orientation, gender reassignment, disability, ability, occupation, political opinion, those with or without dependents or on any other grounds or status (referred to as protected characteristics).

## Policy aim and purpose

Splash Academy will not tolerate unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect towards any learner. Therefore this policy has been produced with the aim to prevent discrimination and outline handling procedures for the investigation of allegations relating to harassment, bullying or victimisation.

## Objectives

To ensure equality, diversity and inclusive practices are implemented across the breadth of Splash Academy operations, the following objectives have been developed to ensure the continued monitoring of qualifications for any feature which may present a disadvantage for a learner with protected characteristics.

The Owner will:

- Ensure this policy is effectively communicated across the organisation
- Ensure continual review of the effectiveness of this policy in line with the requirements of the Equality Act 2010, taking prompt actions to rectify any deficiencies
- Ensure this policy is current, published and available to all.
- Ensure all Splash Academy publish and implement an equal opportunities policy in line with the operation of this policy

- Encourage the reporting of any allegations of harassment, bullying or victimisation, whether direct or indirect, through appropriate channels and handle this effectively in accordance with the Splash Academy Complaints Policy
- Effectively manage risk and performance across all centre activity, applying corrective action where applicable to maintain Splash Academy commitment to equality and diversity across its awarding function
- Maintain quality records, analyse and report on data (inclusive of age, gender, ethnicity and disability) to monitor and evaluate diversity to eliminate unlawful or unfair treatment.
- Ensure that there is no barrier to entry of units or qualifications.

## **Monitoring and review**

This policy will be reviewed annually to ensure it remains fit for purpose and complies with the requirements of the Equality Act.

The next policy review will take place in January 2021.

## Appendix 1: Terms of reference

Splash Academy regards bullying, discrimination, harassment and victimisation as serious misconduct. Any concerns relating to discrimination will be taken seriously and appropriate measures, inclusive of disciplinary action, may be brought against any stakeholder who unlawfully discriminates against an individual.

Unlawful discrimination can take any of the following forms:

Type of discrimination	Description
Bullying	The misuse of power or position to persistently criticise, humiliate or undermine an individual's confidence.
Direct discrimination	Treating somebody less favourably than you would treat others because of a protected characteristic.
Indirect discrimination	Putting rules or arrangements in place that apply to everyone, which could put somebody with a protected characteristic at an unfair disadvantage.
Harassment	Engaging in unwanted conduct relating to a protected characteristic or of a sexual nature where the conduct has a purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive
Victimisation	Treating somebody unfairly because they have made a complaint about discrimination or harassment in line with the Equality Act 2010.