|  |
| --- |
| Angela Mollan  4/1/2017 |

|  |
| --- |
| Equality and Diversity Policy |
| Issue 1.1 |

|  |  |
| --- | --- |
| **Policy Title** | |
| **Equality and Diversity Policy** | |
| Version Number | 1.2 |
| Policy Implementation Date | 01 AUG 2021 |
| Peregrinate Policy Manager | Angela Mollan, Chris Mollan |
| Approved by Senior Management | 01 AUG 2021 |
| Approving Signature | Angela Mollan |
| Policy Review Date | 01 JUL 2024 |

Equality & Diversity

Peregrinate Ltd. is committed to the principles of Equal Opportunities: Equality of access and opportunity for all are core values of our organisation and we are committed to raising the profile of Equal Opportunities and to being proactive in ensuring fairness to all. The Equality Act 2010 underpins our policies.

Your rights and responsibilities as a Learner: All learners and staff are required to follow and honour the principles of Peregrinate Ltd.’s Equality and Diversity policy. We encourage everyone to play a part in promoting and developing our policy in the course of their learning or work. There are no circumstances under which Peregrinate Ltd. will tolerate discrimination, harassment, bullying or victimisation from any staff or learners. This also includes cyber-harassment or cyber-bullying.

Discrimination

Discrimination is when people are treated less favourably than others because of a protected characteristic they have or are thought to have. This includes discrimination on the grounds of their gender, race, ethnic origin, religious beliefs, age, marital status, stage of development, ability or disability, sexual orientation, gender reassignment and wealth or background. There are 4 types of discrimination; Direct discrimination, Discrimination by association, Perception discrimination and Indirect discrimination.

Racial Harassment

Racial harassment is any action of a racist nature that results in people feeling threatened or compromised. It can include:

• Racial name calling

• Derogatory remarks

• Racist graffiti or jokes

• Display or circulation of racially offensive material

• Physical threats, insulting behaviour or gestures

• Open hostility

• Exclusion from normal conversation or social events.

Sexual Harassment

Sexual harassment is unwanted conduct of a sexual nature that affects the dignity of women and men at work, including physical, verbal or nonverbal conduct. It can be in the form of:

• Insensitive jokes or pranks

• Lewd comments about appearance

• Unnecessary bodily contact

• Displays of explicit materials

• Gestures and leering

• Speculation about a person’s private or personal life

Bullying

Bullying is a form of harassment, whether by staff or other learners. Bullying is verbal, nonverbal or physical conduct that causes individuals to feel threatened, isolated or humiliated – and may include members of a group other than those being directly targeted. Bullying can take many forms and can be quite difficult to detect by those not directly involved; all learners and staff are asked to report bullying at the earliest stages, so that it can be stopped, your confidentiality will always be respected.

The law recognises bullying as a serious issue, and the protection from Equality Act 2010 makes it a criminal and civil offence to cause harassment, alarm or distress to a person.

Victimisation

Victimisation is when a person is treated less favourably in the same circumstances because that person has, in good faith, made a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

Vulnerable Adults

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.

Abuse can take a number of forms and cause victims to suffer pain, fear and distress. Adults may be too afraid or embarrassed to raise any complaints. They may be reluctant to discuss their concerns with other people or unsure who to trust with their worries. Sometimes people can be unaware they are being abused.

Our staff have a responsibility to follow this policy and report any suspicions that may arise.

Protection of Children Policy

The policy of safeguarding a child is to protect any person under the age of 18 years and those whom are considered vulnerable. The Children Act 1989 provides the legal framework for the protection of children and young people in the UK. Peregrinate Ltd. is committed to the safeguarding of children and our staff have a responsibility to follow this policy and report any suspicions that may arise. Both the safeguarding policies above also include the protection of our staff from unfounded allegations of abuse.