

School of Holistic Therapy Equal Opportunities Policy

Policy Statement

The School of Holistic Therapy is committed to promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all. Throughout the School of Holistic Therapy there will be a consistent approach in promoting equality and diversity for course assistants and students alike. This will include the selection process, termination and references as required.

All employees, sessional teaching assistants and students are required to abide by this policy. This policy also covers discrimination by and towards members of the public, governing body, members, contractors and staff from other agencies. The School of Holistic Therapy opposes all forms of unlawful discrimination in relation to participation in its courses as an assistant or student.

Policy Principles

The School of Holistic Therapy is committed to providing a non-discriminatory employment environment for its employees and learning environment for its students. The policy is compliant with the current legislation (Equality Act 2010) and promotes a culture of dignity and respect for all.

The Equal Opportunity Policy aims to:

- Ensure integration with equality and diversity practices into all the School of Holistic Therapy does and ensure that teaching assistants and students are treated with fairness and respect from each other and from members of the public, other students and suppliers.
- Require the School of Holistic Therapy to implement fair and just practices ensuring that nobody will receive less favourable treatment on any grounds.
- Ensure people are recruited solely based on their own merit, experience, ability and potential. This applies throughout the entire duration of employment as all decisions will be based on only relevant merits.
- Provide an environment appropriate to the needs of those from all walks of life and offer a culture that respects and values each other's differences and promotes dignity, equality and diversity.

Policy Implementation

This policy applies to everyone in the School of Holistic Therapy and all have a responsibility to be alert to discriminatory behaviours and practices should they occur. Unacceptable behaviour and practices must not occur, however if a situation arises, it will be dealt with immediately. Breaches of the equality and diversity policy will be regarded as misconduct and will lead to appropriate action which may include dismissal from the School or removal from the course.

Where a teaching assistant or student feels they have been discriminated against, victimised or harassed, there are different ways in which a claim can be dealt with depending on the circumstances. In the first instance they should raise the issue with the School Director (unless the claim is against the Director, in such circumstances the individual should raise the issue with the Senior Assistant Tutor) at which point the relevant complaints/disciplinary action will be taken.

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