# Equality, diversity and inclusion policy

**Taryne McPherson PT and Flow Pilates Kent studio** is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our studio and services to be truly representative of all sections of society and our customers.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

## Our policy’s purpose

This policy’s purpose is to:

1. Provide equality, fairness and respect for all in our customers.

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race (including colour, nationality, and ethnic or national origin)
* religion or belief
* sex
* sexual orientation

## Our commitmentsThe organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.

2. Create a training environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.

All service users/members/members of the public should understand they, as well as their instructor, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow instructors, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by customers, suppliers, visitors, the public and any others in the course of the organisation’s work activities.

Such acts will be dealt with as misconduct under the organisation’s grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to cancellation of membership or booked service without notice.

Further, sexual harassment may amount to both a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

5. Monitor the make-up of our clientele regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management.

## Our disciplinary and grievance procedures

Details of the organisation’s grievance and disciplinary policies and procedures can be found at in the studio policy folder held at reception.

Taryne McPherson PT

Flow Pilates Kent