

## Equality & Diversity Policy

### 1 Scope of policy

Tantric Journey is committed to creating an environment where learners, clients, staff, management and other stakeholders celebrate equality and diversity in all activities.

### 2 Position statement

Tantric Journey is committed to creating a place where everyone, whatever their circumstances and/or background:

- Is fully respected
- Is listened to and encouraged to give their views
- Feels welcomed and Is treated in a friendly way
- Is treated in an equal way
- Has equality of opportunity
- Has full access to all activities wherever possible

Discrimination on the grounds of age, race, gender, marital status, nationality/citizenship, religion/belief, sexuality, gender re-assignment, social background or any personal characteristic of the individual(s) will not be tolerated.

Students with a disability will need to have the capacity to do bodytherapy; they will be offered as much support as is reasonable for the school to provide.

Learners, clients and staff are expected to behave in a way which makes other people feel accepted, comfortable and safe.

Tantric Journey values everyone as an individual and celebrates diversity by encouraging people to be successful as themselves.

### 3 Policy statements

Tantric Journey will work to ensure that:

- Equality of opportunity is embedded in all policies, practices, decision-making and evaluation processes
- A visibly diverse environment is created which values difference and raises aspiration
- Flexible opportunities are offered which meet local learning needs and enable all students to realize their potential
- All staff are clear about standards and strategies to meet diverse learner needs and are equipped to respond effectively
- There are clear procedures for challenging discrimination, harassment and unacceptable behaviour

- Rigorous analysis is undertaken to identify equality gaps, and strategies to address these issues are implemented and monitored through equality and diversity impact measures
- Positive images of achievement from all sections of society are recognised and celebrated. No member of its community is unfairly disadvantaged because of their social or economic background
- Student applications are welcomed from all sections of society and selection is made on the basis of specified skills and abilities. Exceptions are only permitted in the event that there is a genuine occupational requirement

### **3.1 Inclusiveness**

Inclusiveness is central to all the decisions and actions of Tantric Journey staff.

Staff are responsible for ensuring that they are aware of, and meet, their statutory responsibilities.

Learners are made aware of, and expected to behave in a way that is consistent with, Tantric Journey equality and diversity policy. Individual breaches of the policy will be dealt with under the disciplinary and safeguarding procedures. Tantric Journey will support individuals who have a justified complaint.

### **3.2 Commitment**

Tantric Journey believes a commitment to equality is more effectively met when it is embedded across a range of activities. The Director, Mal Weeraratne is responsible for monitoring this policy.

## **4 Gender**

### **4.1 Position statement**

Tantric Journey will:

- Work actively to create a supportive and inclusive environment for all that enables full participation and success in learning and will actively combat discrimination in every area of Tantric Journey life. Tantric Journey will not allow sexual harassment or unfavorable treatment in any form.
- Recognise that people are often treated unfairly in terms of education, training and employment because of their gender. Tantric Journey aims to eradicate gender discrimination and to actively promote gender equality

### **4.2 Policy statements**

Tantric Journey will:

- Oppose sexism and be committed to taking positive action to identify and remove sexism from all Tantric Journey activities
- Monitor and review the participation and performance of male and female students and redress inequalities
- Positively encourage learners in ways that minimize gender stereotyping
- Not tolerate sexual harassment in any area of Tantric Journey life. Any incidences of sexual harassment will be vigorously challenged through Tantric Journey's disciplinary procedures
- Not tolerate discrimination on the grounds of gender re-assignment towards either trans-gendered or transsexual people

## **5 Sexual orientation**

### **5.1 Position statement**

Tantric Journey:

- Is working actively to create a supportive and inclusive environment for all that enables full participation and success in learning and will actively combat discrimination in every area of Tantric Journey life. Tantric Journey will not allow sexual harassment or unfavourable treatment in any form.
- Recognises that people are often treated unfairly in terms of education, training and employment because of their sexuality. Tantric Journey aims is to eradicate discrimination on the grounds of sexuality and to promote equality of opportunity for all

### **5.2 Policy statements**

Tantric Journey will:

- Strongly oppose discrimination on the grounds of sexuality and is committed to taking positive action to identify and remove homophobia from Tantric Journey activities
- Encourage positive acceptance of gay, lesbian, bisexual, gender re-assignment and heterosexual people
- Not tolerate homophobic harassment in any area of Tantric Journey activity. Tantric Journey's commitments will be made explicit to new learners and staff. Sexual harassment and discrimination will be challenged through Tantric Journey's disciplinary procedures

## **6 Disability**

### **6.1 Position statement**

Tantric Journey:

- Aims to identify and eliminate attitudes, practices and procedures that discriminate against people on the grounds of disability and/or learning difficulty
- Is committed to ensuring an inclusive, professional and friendly environment for students, employees and members of the public with disabilities and/or learning difficulties

### **6.2 Policy statements**

Tantric Journey fully accepts its responsibilities under the Disability Discrimination Act Part 4 (and any subsequent amendments thereto) and is committed to making any reasonable adjustments within its business activities that will promote equal access and opportunity for students, employees and members of the public with disabilities and/or learning difficulties using Tantric Journey facilities.

Tantric Journey will ensure that all learners with a disability and learners with learning difficulties have access to:

- Appropriate opportunities to disclose disability and/or learning difficulty throughout their time as a learner at Tantric Journey
- Flexible and inclusive learning opportunities
- Assessment of need to ensure that any reasonable adjustments to Tantric Journey provision are made and are appropriate to the individual
- Direct and indirect, student centred learning support to enable access to Tantric Journey provision. Tantric Journey may be able to offer some funding support
- Information on support available

Tantric Journey will ensure that all potential and current staff with disabilities and/or learning difficulties have access to:

- Appropriate opportunities to disclose disability and/or learning difficulty throughout their time at Tantric Journey
- Employment opportunities including promotion and are not refused due to a disability and/or learning difficulty
- Specialist equipment and technology and other reasonable adjustments to allow equal opportunity as an employee
- Tantric Journey will maintain strong links with external agencies to ensure the provision of appropriate and effective support for staff with disabilities and/or learning difficulties

Tantric Journey is committed to:

- Ensuring that its services and facilities are open to the public
- Equal and dignified treatment in the provision of those services and facilities

## **7 Religious observance or belief**

### **7.1 Position statement**

Tantric Journey recognises the need to ensure compliance with the Employment Equality (Religion or Belief) Regulations (and any subsequent amendments there to) under which it is unlawful to discriminate against workers because of religion or similar belief.

For the purposes of treating all students and staff equally on religious grounds, Tantric Journey defines religion or belief as being any named religion, religious belief or similar philosophical belief. It will therefore be for the employment tribunals and other courts to decide whether particular circumstances are covered by the regulations

### **7.2 Policy statement**

Tantric Journey will:

- Not discriminate directly against anyone. That is, to treat them less favorably than others because of their religion or belief
- Not discriminate indirectly against anyone. That is to apply a criterion, provision or practice which disadvantages people of a particular religion or belief unless it can be objectively justified
- Not subject anyone to harassment. Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim

- Not victimise anyone because they have made, or intend to make a complaint or allegation, or have given or intend to give evidence in relation to a complaint of discrimination on the grounds of religion or belief
- Not discriminate or harass anyone in certain circumstances after the working relationship has ended

## **8 Race and ethnicity**

### **8.1 Position statement**

Tantric Journey:

- Is committed to promoting equality of opportunity and good race relations between persons of different groups and avoiding racial discrimination, whether direct or indirect
- Recognises its responsibilities under the Race Relations Act 1976 (and any subsequent amendments thereto)

### **8.2 Policy statements**

Tantric Journey actively supports and welcomes diversity amongst its students, staff and visitors, recognising the particular contributions to the achievement of its mission that can be made by individuals from a wide range of backgrounds and experiences.

Tantric Journey is committed to:

- Actively tackling racial discrimination, and promoting racial equality and good race relations
- Encouraging, supporting and helping all students and staff to reach their potential
- Working with other institutions, local communities and others to tackle racial discrimination and to encourage and promote good practice in achieving race equality
- Assessing the effects of the policy on staff and students from different racial groups
- Monitoring, by racial group, the admission and progress of students, and the recruitment and career development of staff

## **9 Age**

### **9.1 Position statement**

Tantric Journey:

- Recognises that people are often discriminated against and stereotyped because of their age. This is evident in the range of beliefs, assumptions and attitudes which underpin judgments' about an individual's potential, behavior and preferences
- Believes that prejudice and discrimination on the grounds of age (ageism) have no place in an educational establishment. There should be no discrimination employment on the grounds of age. The School will not discriminate against students on the grounds of age, except that there is a national minimum age requirement of 21 for starting a Tantric Journey accredited bodywork course.
- Recognises the value of lifelong learning and that an individual's life experiences add to their role as a member of the Tantric Journey community and their personal learning experience

## 9.2 Policy statements

Tantric Journey will:

- Promote and actively support educational achievement for people of all ages
- Provide learning experiences which meet the needs of particular cohorts
- Develop teaching and learning and support strategies to meet the particular needs of learners from different age groups
- Promote positive images of achievement by people of all ages and which recognise and celebrate the knowledge and experience which people bring their learning throughout life
- Welcome job applications from all age groups and select on the basis of specified skills and abilities