



## Equality and Diversity Policy

### Our Commitment

Dorset Pathways believe that no one should be discriminated against, staff, learners, volunteers or visitors, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins.

As an organisation, we promote the principles of fairness and justice for all through the learning experiences we provide and ensure that all learners have equal access to the full range of enrichment and educational opportunities provided by us.

This includes us actively striving to mitigate any forms of discrimination that has the potential to present barriers to learning and development.

### This document

- Defines the role and responsibilities of individuals in the organisation
- Applies to all people who work for and with Dorset Pathways. Our staff, stakeholders, volunteers and contractors
- Supports our aims as an organisation
- Is based on current legislation, government guidance and best practice

### Obligations

The Equality Act 2010 combined nine separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality.

The Act introduced 9 protected characteristics;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion and belief
- Sexual orientation
- Pregnancy and maternity

### Roles and Responsibilities

The Directors and staff at Dorset Pathways are committed to providing all children and young people with a learning experience which provides equality of opportunity and freedom from discrimination. We are committed to overcoming sexist, racist and classist attitudes with



an approach which seeks to raise consciousness and develop positive attitudes amongst our learning community.

Dorset Pathways Directors ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone. We challenge stereotyping and prejudice when it occurs, and we celebrate the cultural diversity of our community and show respect for all minority groups.

By promoting positive employment and educational experiences and support for one another we aim to embrace and respect each individual's point of view.

### **Tackling discrimination**

Bullying and harassment on account of race, gender, disability or sexual orientation is totally unacceptable and not tolerated at Dorset Pathways. Such behaviours are not allowed and this is clearly communicated to young people, parents/carers and staff.

All staff are expected to deal with any discriminatory incidents that may occur, they are expected to know how to identify and challenge prejudice and stereotyping and to support the full range of diverse needs according to individual circumstances.

### **CPD and Training**

Whole staff and individual training needs will be identified through our quality assurance and professional development process.

### **Referenced documents and links**

[The Equality Act 2010](#)

Authored : Directors

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Next Review : August 2024