

BODYLOGIC TRAINING IS FIRMLY COMMITTED TO PROVIDED A SAFE AND SECURE ENVIRONMENT FOR ALL STUDENTS AND ENSURE ALL ARE GIVEN EQUAL OPPORTUNITIES.

EQUAL OPPORTUNITIES FOR STUDENTS

No religious, racial or political test shall be imposed upon any person in order to entitle him or her to be enrolled onto any course provided by Bodylogic Training.

Men and women shall be equally eligible for any office or appointment within the organisation and all courses of study shall be open to men and women alike.

Body Logic Fitness Instructor Training is committed to the active pursuit of an equality and diversity policy which addresses the need and right of all its staff, clients and learners to be treated with respect and dignity, in an environment in which a diversity and backgrounds and experience is valued.

We aim to ensure that all our staff and students, whether existing or potential, receive fair and equal treatment when applying to, or working as, members of this training provider, and to counter any attitudes and behaviours which deny opportunities to people simply or primarily because of their:

- Gender
- Marital status or domestic responsibilities
- Race, colour, ethnic or national origin
- Religion
- Age
- Disability / learning difficulties
- Sexuality

Body Logic Fitness Instructor Training seeks to ensure the following:

- The content and assessment of the courses allow for a wide range of candidates
- The courses do not discriminate and are appropriate to the skills and knowledge of the specific courses
- The style and language of documents are easily understood and do not stereotype
- Activities and promotional activities reflect the diversity of candidates
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Implementation

To implement this policy Body Logic Fitness Instructor Training will:

- Ensure all staff, candidates and appointed centres receive information on the policy and ensure that it is available to anyone who requires it.
- Ensure that any issue raised regarding the policy will be addressed and the outcome recorded.
- Any candidates wishing to raise a matter relating to this policy should inform the centre in writing.

Body Logic Fitness Instructor Training has an effective appeals procedure and candidates have the right of appeal against any decision. In the first instance the decision should be discussed with the assessor. If the decision is upheld the candidate may write to the Centre Coordinator, outlining their reason for seeking an alternative decision. The Centre Coordinator will in the light of the evidence make the final decision.

Definitions of Direct and Indirect Discrimination

Body Logic Fitness Instructor Training will endeavour not to discriminate, directly or indirectly, against students or potential students on the grounds of gender, race, colour, nationality, ethnic or national origin, religious or political beliefs, disability, marital status or family circumstances, sexual orientation, age, ex-offender status, social class, HIV status or any other irrelevant criteria. Staff and students at all levels should treat one another with respect and courtesy.

Admissions tutors may wish to take into account poor home study facilities; poor schools, early family

responsibilities, financial hardship or other factors which may have caused a candidate to under-achieve educationally.

Instructors should endeavour to use language which does not cause offence to particular groups of students and should try to ensure teaching materials, case studies, etc, reflect the diversity of the student population and are not stereotypical. This should not, however, prevent free speech or the academic freedom to debate and challenge the views of others.

DISCRIMINATION / SUPPORT FOR STUDENTS

Body Logic Fitness Instructor Training has a student Anti – Bullying / Harassment Policy, which states:

Body Logic Fitness Instructor Training will challenge bullying / harassment in all its forms and take firm and decisive action to protect the interests of its learners whenever incidents come to light. This policy applies when students attend any course.

Definitions

Direct discrimination is defined as treating a person differently on the basis of belonging to a particular group, for example being male or female, being married or belonging to a particular ethnic group. It may arise when, for example, someone acts on the basis of stereotyped views about particular groups of people.

Discrimination

Unlawful discrimination means treating an individual and/or groups in employment and education less favourably than others on any of the following grounds: sex, marital status, pregnancy, family responsibilities, sexuality, race, disability, political or religious belief, and/or age as specified in the relevant legislation.

Equity Contact

A person trained as an Equity Contact to advise, support, and/or refer students regarding discrimination and harassment procedures/issues. They are not responsible for investigating grievances.

Balance of probability

In civil law, the 'balance of probability' is the relevant test to which allegations must be subjected in order to be considered proved. It is a less demanding standard of proof than the criminal law test 'beyond reasonable doubt'. For an allegation to be proved on the 'balance of probability' it must be shown that in the light of available evidence, it is more likely than not that the allegation is true.

Bullying

Bullying involves the repeated unreasonable ill treatment of a person by another or others. It is a form of harassment and discrimination consisting of offensive, abusive, belittling or threatening behaviour directed at an individual or a group in the University environment.

Complainant

A person who has made an allegation of unlawful discrimination / sexual harassment / bullying under the provisions contained within these procedures.

Complaint

A complaint is made when a student reports behaviour about which they believe they have a justified grievance.

Confidentiality

Confidentiality is designed to ensure any information provided under these procedures is only disclosed to those

legitimately involved in resolving the grievance or as required by law.

Grievance

A grievance is a cause for complaint.

Natural justice refers to a due process that displays fairness to all parties. It includes the right to be heard, the right of reply, the right to be treated fairly and the right to be informed of allegation(s) being made.

Respondent

The respondent is the person or persons whose alleged behaviour or action/inaction is the subject of the grievance and/or complaint.

Sexual Harassment

Unwelcome sexual behaviour or sexual innuendo that has the effect of offending, intimidating or humiliating a person in circumstances, which a reasonable person having regard to all the circumstances would have anticipated that the person harassed would be offended, humiliated or intimidated.

Sexuality

This means whether a person is heterosexual, homosexual, bisexual or transsexual. It includes presumed sexuality.

Victimization

Victimization may be defined as an act or acts causing someone to suffer for having complained. It includes imposing unjust penalties or practices on a person as a result of a complaint.

Bodylogic will act to ensure that all students and staff are aware of these procedures for dealing with unlawful discrimination / sexual harassment / bullying grievances and have easy access to them in a format that is appropriate.

The Disability Discrimination Act

The Disability Discrimination Act (DDA) 1995 aims to end the discrimination that many disabled people face. This Act has been significantly extended, including by the Disability Discrimination Act 2005. It now gives disabled people rights in the areas of:

- * employment
- * education
- * access to goods, facilities and services, including larger private clubs and transport services
- * buying or renting land or property, including making it easier for disabled people to rent property and for tenants to make disability-related adaptations
- * functions of public bodies, for example issuing of licenses

The Department for Work and Pensions (DWP) website offers further information, including details on the changes made by the Disability Discrimination Act 2005.

Mental health and your rights

Many people with a mental health condition do not think of themselves as 'disabled' - but they have rights under the Disability Discrimination Act.

The Mental Health Act 1983 covers the assessment, treatment and rights of people with a mental health condition.

The Mental Capacity Act aims to protect people with learning disabilities and mental health conditions. It provides clear guidelines for carers and professionals about who can take decisions in which situations.

Equal Opportunities Legislation

Discrimination and Harassment Grievance Procedures (Students)

The following legislation provides the basis for the development of these procedures:

- * Commonwealth Racial Discrimination Act 1975
- * Commonwealth Sex Discrimination Act 1984
- * Commonwealth Human Rights and Equal Opportunity Commission Act 1986
- * Commonwealth Equal Opportunity for Women in the Workplace Act 1999
- * Commonwealth Disability Discrimination Act 1992
- * Commonwealth Age Discrimination Act 2004

If you wish to make a complaint or discuss any issues raised in this policy please discuss it with your tutor at Body Logic Fitness Instructor Training, they will welcome the opportunity to help. Please see the terms and conditions / appeals policy and procedure for information.

At any stage the complainant has the right to lodge a complaint with an appropriate external body such as the Equal Opportunity Commission (EOC) or Human Rights and Equal Opportunity Commission (HREOC). Once a grievance to an external body is made, all internal procedures cease.