

SSG is committed to eliminating discrimination, valuing diversity, promoting equality of opportunity and good relations through all its policies, procedures, practices, activities and influence. We aim to ensure that we offer help to young people, adults and families from all groups in the communities where we work and provide all our clients equal access to our services.

This policy aims to protect staff, learners and any related third party from discrimination. SSG aims to prevent any discrimination related to the nine protected characteristics within the Equality Act 2010. This means that no child, young person, adult or other family member/s should be treated in a discriminatory manner on the basis of their age, race, religion, ethnicity, gender, marital status, sexual orientation, gender reassignment, pregnancy and maternity status, social class, disability, appearance, heritage language or unrelated criminal conviction/s. Neither should any discrimination be shown against staff and management in relation to recruitment, training, secondment, promotion, conditions of service, work content or contract termination.

All members of staff and management accept their legal obligation to eliminate discrimination as set out by the key equality legislation under the Rehabilitation of Offenders Act 1974, the Sex Discrimination Act 1975 and 1986 (as amended), the Race Relations Act 1976 (as amended), the Children Act 1989 and the Disability Discrimination Act 1995.

SSG is committed to developing effective equal opportunities strategies, policies and procedures and evaluating them at regular intervals in the light of information obtained through monitoring of progress in meeting quantifiable targets set for equality outcomes in employment and service delivery.

SSG recognises the effects of historical disadvantage experienced by specific groups in society. It is, therefore, committed to taking appropriate positive action, within the law, to redress the balance both in employment and in the delivery of services.

SSG recognises that genuine quality can be achieved only in partnership with equality, by valuing diversity. It is, therefore, working towards developing an appropriate programme of action which has the commitment of its entire staff, management, schools, parents and other stakeholders. SSG is also committed to ensuring a high profile for equal opportunities by providing the widest possible publicity to its Equal Opportunities Policy Statement.

SSG aim to promote equal opportunities and eliminate discrimination by:

- Ensuring that all staff, learners and any related third parties are treated equally at all times.
- Ensuring that all staff are responsible for creating an open and friendly learning environment.
- Ensuring that staff selected for employment will be on the basis of aptitude and ability.
- Ensuring that a learner enrolling onto a course has completed an initial assessment and meet the pre-requisites of the qualification.

- Ensuring that learners are aware of the access arrangement (special consideration/ reasonable adjustments) procedures offered by the centre to support learners with their assessment
- Taking all allegations or incidents of discrimination seriously and responding to them swiftly.
- Ensuring a zero tolerance on any acts of discrimination on the nine protected characteristics outlined in the Equality Act 2010.

### **Different Types of Discrimination**

Direct Discrimination	Where someone is treated less favourably than another person because of a protected characteristic.
Discrimination by Perception	A person being treated differently due to others thinking they have a disability when they do not.
Indirect Discrimination	A person or organisation has arrangements in place that seem to treat everyone in an equal, non-discriminatory way but these arrangements put people with the same disability at a disadvantage to others who do not have a disability.
Harassment	Behaviour that is deemed offensive by the recipient. This could be a person creating an environment that is intimidating, degrading, offensive because to people with a disability.
Victimisation	When an organisation puts a person at a disadvantage because they have made an allegation or supported an allegation about discrimination.

The implications of this policy Statement are set out in the Anti-Discriminatory Practice Statement.

**THE COMPANY IS WORKING TOWARDS EQUALITY FOR ALL**