

Equality and Diversity Policy

What is Equality and Diversity?

Equality means being **kind** to everyone.

Diversity means understanding that each **individual is unique** and recognizing our **individual differences**.



Purpose of the Policy

The purpose of this policy is to promote **equal opportunities** for CareTrade staff and students by banning all forms of:

- Discrimination – Treating somebody badly if they are different to you
- Harassment – Aggression or rudeness
- Bullying - To harm or intimidate



The policy outlines CareTrade's duty to the **protected characteristics** as specified in the **Equality Act 2010**.

What are protected characteristics?

It is **against the law** to **discriminate** against someone because of:



Age



Sex



Disability



Ethnicity



Gender
Reassignment



Sexual
Orientation



Marriage / Civil
Partnership



Pregnancy /
Maternity

Responsibilities

All **staff** are responsible for:

- Making students feel safe in the learning environment
- Treating everybody fairly
- Challenging any behaviour that is unacceptable

All **students** are responsible for:

- Showing respect towards other students and staff
- Being kind to everyone
- Report to staff any bullying behaviour

