

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 learners 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:



Responsibilities

All **staff** are responsible for:

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





All **learners** are responsible for:

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