



Equality policy

Introduction

Byrne Black Belt Academy is an Equal Opportunities employer and is committed to the principle of providing equality to all employees and job applicants alike. To this end Byrne Black Belt Academy agrees to take all appropriate steps to ensure that no actual or potential employee received less favourable treatment on the grounds of what are known as 'protected characteristics. These are age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership or any other non-job-related consideration.

Byrne Black Belt Academy recognises the right to every employee to work in an atmosphere free of harassment and bullying and is further committed to promoting such a workplace where everyone is treated with dignity and respect.

All coaching members of Byrne Black Belt Academy should be aware of the importance that Happy Days attaches to its Equal Opportunities Policy.

Employees should ensure that they do not by their own actions, behaviour or attitudes directly or indirectly discriminate against fellow employees, clients or members of the public with whom their job may bring them into contact. Any employee who treats another employee less favourably will be subject to the company's Disciplinary Procedure. In serious cases such conduct will constitute gross misconduct and may result in summary dismissal.

Complaints about or reports of discriminatory conduct should be made through the Company's Grievance Procedure.

Types of discrimination

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. An example of direct discrimination would be refusing to employ a woman because she is pregnant.

Indirect discrimination is where a practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it would be to the detriment of people who share that characteristic compared with people who do not.

Harassment is where there is unwanted conduct that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile,

degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic.

Third-party harassment occurs where an employee is harassed related to a protected characteristic, by third parties such as clients or customers.

Victimisation occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because he/she made or supported a complaint or raised a grievance under the Equality Act 2010.

Equality in practice at Byrne Black Belt Academy

An Equal Opportunities Policy must be more than a policy statement. For it to be effective it must be acted upon and put into everyday practice.

Recruitment and Selection

Byrne Black Belt Academy will make every effort to attract applications regardless of their age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership or any other non-job related criteria.

Employee's responsibilities

All employees regardless of their job role or seniority have a duty to uphold the Company's Equality Policy.

Employees have a personal responsibility to ensure they do not discriminate in any way by their own actions. Employees should be aware that if any employee, client or member of the public makes a complaint against one of our employees, this will be subject to a disciplinary investigation. Ultimately, a complaint may reach an Employment Tribunal and in cases where the Company's policy has been disregarded it is likely that the individual against whom the complaint has been made, rather than the Company, will have to defend his or her actions at the Employment Tribunal.