



Foreman Tutoring

Equalities Policy

Foreman Tutoring is committed to encouraging equality, diversity and inclusion among our workforce and eliminating all forms of prejudice and discrimination.

Foreman Tutoring aims to be truly multi-sectionally representative of all society and our customers, and for each member of our team to feel respected and able to perform the best they can. In providing services, Foreman Tutoring is also committed against unlawful discrimination of our customers or the public.

The purpose is to:

- Provide equality, respect and fairness for all in our business, whether temporary, or full-time.
- To provide policies in accordance with the Equality Act 2010, protecting characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- To Oppose and eliminate all forms of prejudice and discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, leave for parents, and selection for employment, promotion, training or other developmental opportunities.
- To provide a safe space for students when welcomed into our premises.

Foreman Tutoring commits to:

- Encourage equality, diversity and inclusion in our business.
- Eradicate bullying, harassment, victimisation and discrimination while promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. Senior staff will be responsible for providing equal opportunities in employment, and prevent bullying, harassment, victimisation and discrimination. All staff should understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and discrimination in the course of their employment against fellow employees, customers, suppliers and the public.
- Complaints of bullying, harassment, victimisation and discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the company's work activities will be addressed seriously. All complaints will be held in the strictest confidence. Serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Review all employment practices and procedures to ensure fairness, and update them and the policy to take account of changes in UK law.
- Monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability where such information is willingly provided by team members in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy. This will extend to a biannual review assessing how the equality policy, and any supporting action plan, are working in practice.