

LHAA LBTA EQUALITY AND DIVERSITY POLICY STATEMENT 2017 2018

The LHAA LBTA aims to be an inclusive organisation where everyone is treated with respect and dignity, and where there are equal opportunities for all. The London Hairdressing Apprenticeship Academy respects and values the diversity of its staff and users.

This means that all LHAA LBTA staff and users should understand and respect that there is a diverse work force and user community and that everyone has the right to be treated with dignity and equality. This includes the legal and ethical requirement for LHAA LBTA to provide public services and conditions of employment that are appropriate to the needs of a diverse society.

Valuing diversity means that we all have complex identities made up of many strands. These can include, but are not limited to age, disability, race, nationality, socio-economic status, religion and beliefs, sex, sexual orientation, gender reassignment, marriage and civil partnerships, pregnancy and maternity. This means we embrace and celebrate our differences in a positive environment, and are committed to engage with the needs of our diverse staff and users to enable us, both individually and corporately to engage with the needs of our diverse staff and users to enable us, both individually and corporately, to achieve our aims.

Management Responsibilities

It is the responsibility of all LHAA Directors and SMT to:

- ensure that the standards established within this policy are adhered to within their own area of responsibility
- familiarise themselves with the procedures in all Equal Opportunities documentation
- ensure that they are not instructing employees to act in a discriminatory manner
- ensure they are not putting pressure on employees to discriminate
- bring the details of the policy and procedure documents to the attention of all staff
- ensure that information on equal opportunities is incorporated in all induction processes for new or temporary staff and is supported by ongoing training

Staff Responsibilities

It is the responsibility of employees at all levels to:

- co-operate with any measures introduced to ensure equality of opportunity
- report any discriminatory acts or practices
- not induce or attempt to induce others to practice unlawful discrimination
- not victimise anyone as a result of them having reported or provided evidence of discrimination.
- not harass, abuse or intimidate others

Legal Responsibilities

Over and above the provisions set out in its own policy and procedures, the company is also bound by certain legal responsibilities in the field of equal opportunities. These Procedural include:

- **The Race Relations Act 2000**
- **The Equal Pay Act 1970, Equal Pay (Amendment) Regulation 1983 and Sex Discrimination Act 1975 and 1986 (as amended)**
- **Disability Discrimination Act 1995**
- **European Law**
- **Equality Act 2010**