

Equality and Diversity Policy

1. Purpose and Scope

Midlands Tai Chi Rehab (MTCR) is committed to promoting equality, diversity, and inclusion in all aspects of our operations. This policy outlines our commitment to providing an environment where everyone, regardless of their background, can thrive and achieve their potential. This policy applies to all employees, contractors, trainees, clients, and other stakeholders involved with our company.

2. Our Commitment

We are dedicated to:

- **Promoting Equality:** Ensuring that everyone has the same opportunities and is treated fairly, regardless of their race, ethnicity, nationality, gender, gender identity, age, disability, sexual orientation, religion, belief, or any other characteristic protected by law.
- **Valuing Diversity:** Recognising, valuing, and celebrating the differences between people, and understanding that diversity brings strength to our business.
- **Preventing Discrimination:** Actively working to prevent and eliminate unlawful discrimination, harassment, and victimization within our company and in all our training programs.

3. Responsibilities

- **Management:**
 - Ensure that all company policies, procedures, and practices reflect our commitment to equality and diversity.
 - Attend training on equality and diversity issues.
 - Monitor and review the effectiveness of this policy regularly.
- **Trainees and Clients:**
 - Respect the principles of equality and diversity in their interactions with our clients, contractors, and other trainees.
 - Record any instances of discrimination or unfair treatment they experience or observe.

4. Harassment and Bullying

We will not tolerate any form of harassment, bullying, or victimisation. All complaints of such behaviour will be taken seriously, investigated thoroughly, and dealt with promptly. Disciplinary action, up to and including dismissal, may be taken against any contractor found to have engaged in such behaviour.

5. Accessibility

We are committed to ensuring that our training programs, facilities, and materials are accessible to all individuals. We will make reasonable adjustments to accommodate the needs of trainees, employees, and clients with disabilities or other specific requirements.

6. Monitoring and Review

We will regularly monitor the effectiveness of this policy through:

- Feedback from contractors, trainees, and clients.
- Regular reviews of our practices, procedures, and policies.
- Analysis of any incidents or complaints related to equality and diversity.

This policy will be reviewed annually and updated as necessary to ensure it remains relevant and effective.

7. Reporting and Support

Any contractor, trainee, or client who feels they have been discriminated against, harassed, or treated unfairly should report the issue to the equality officer. All reports will be treated confidentially and investigated thoroughly. Support will be provided to those affected, and appropriate action will be taken to address any issues identified.

8. Communication of the Policy

This policy will be communicated to all contractors, trainees, and clients. It will be available on request.

Contact Information

For any questions or concerns related to this policy, please contact:

- **Equality officer/business owner:** Mark Peters
- **Phone:** 0121 251 6172
- **Email:** mark.peters@balancedapproach.co.uk

In cases where immediate help is required, contact emergency services by dialling 999.

Document Control:

- **Version:** 1.0
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- **Review Date:** 01/08/2025.

This policy demonstrates my commitment to Equality and Diversity and provides a clear framework for all individuals involved in my business.