

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 sets out our commitment to providing an environment in which everyone can thrive and achieve their potential, regardless of their background. It applies to all employees, contractors, trainees, clients and other stakeholders involved with MTCR.

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 victimisation 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.
 - Report any instances of discrimination or unfair treatment that they experience or observe.

4. Harassment and Bullying

For the purposes of this policy, discrimination includes direct and indirect discrimination, harassment and victimisation. Bullying means offensive, intimidating, malicious or insulting behaviour, or an abuse or misuse of power, that undermines, humiliates or harms another person.

We will not tolerate any form of harassment, bullying or victimisation. All complaints of such behaviour will be taken seriously, investigated thoroughly and addressed promptly. Appropriate action may be taken against anyone found to have engaged in such behaviour, in accordance with the applicable contractual, disciplinary or other procedures.

5. Accessibility

We are committed to ensuring that our training programmes, 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 employees, contractors, trainees, clients and other stakeholders.
- Regular reviews of our practices, procedures, and policies.
- Analysis of any incidents or complaints related to equality and diversity.

This policy will be reviewed every five years and updated sooner where necessary to ensure it remains relevant and effective.

7. Reporting and Support

Any employee, contractor, trainee, client or other stakeholder who believes that they have experienced or witnessed discrimination, harassment or unfair treatment should report the matter to the equality officer. Reports will be handled sensitively and confidentially so far as reasonably possible, investigated thoroughly and addressed appropriately. Support will be offered to those affected. If the concern involves the equality officer, it should be raised with another appropriate senior contact.

8. Communication of the Policy

This policy will be communicated to all employees, contractors, trainees, clients and other relevant stakeholders. 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:

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This policy demonstrates MTCR's commitment to equality and diversity and provides a clear framework for everyone involved in the business.