



Online learning Atrium Equalities and Diversity policy (learners and clients)

Reviewed May 2025

Atrium Clinic and therapy Centre is committed to encouraging equality, diversity and inclusion among our workforce and community of practice, and eliminating unlawful discrimination.

The aim is for our staff to be representative of society and for each member of the team to feel respected and able to give their best. We aim for each of our learners and clients in receipt of therapy to feel respected and valued too.

The policy's purpose is to:

- provide equality, fairness and respect for all in our learning and client community.
- not unlawfully discriminate because of the Equality Act 2010 protected 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 and sexual orientation in any of our engagements with learners or clients.
- oppose and avoid all forms of unlawful discrimination. This includes in all our engagements with learners and clients, and we aim to act transparently and within the principles of the Equality Act.

The organisation commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create a working and learning environment which promotes dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

This commitment includes managers, trainers and all other practitioners contracted to us to deliver services in our name. Responsibilities include our practitioners conducting themselves to help the organisation promote dignity and respect for all and not enter into behaviours which are counter to these aims.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against colleagues, wider colleagues in multi-

disciplinary teams, clients and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by trainers, colleagues and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for advancement, training, development and progress available to all staff, who meet the eligibility criteria to apply.
 - Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
 - Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law in our learning materials too.
 - Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
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- If clients or learners think that Atrium practice has not lived up to these principles, they should contact the office in the first instance and staff will support them in addressing these concerns or making a complaint. See complaints procedure.