

OCEAN STUDIOS

Diversity and Equalities Policy

Introduction

This policy aims to outline Ocean Studios commitment to ensuring equality of opportunity and equal treatment for staff, studio holders and customers in terms of employment and access to services; and to provide guidance on anti-discriminatory practice. This policy is non-contractual.

Scope

The policy applies to employees directly employed by Ocean Studios, studio holders and customers in terms of service provision. The policy applies specifically to discrimination and equality of opportunity in respect of 'protected characteristics' as defined in the Equalities Act 2010:

- Age
- Disability
- Race
- Sex
- Religion or cultural beliefs
- Gender reassignment
- Marital status and civil partnership
- Sexual orientation
- Pregnancy and maternity

Responsibilities

Ocean Studios values its staff, studio holders and customers, and expects them to be treated in a respectful manner. Accordingly, all have a responsibility to treat others with dignity and respect. The directors are responsible for providing advice and guidance on equality and diversity issues, and to ensure the Policy document is kept up to date.

Aims

As one of Ocean Studios core values is "Ethical Behaviour", Ocean Studios aims to:

- Promote equality of opportunity
- Celebrate and value diversity
- Eliminate unlawful direct and indirect discrimination

Ocean Studios will provide equality of opportunity and equal treatment as an integral part of good practice. The organisation is committed to a working environment in which the contribution and needs of everyone are fully valued and recognised. We will support our staff and studio holders in not tolerating any inappropriate, violent or abusive behaviour from colleagues, other organisations or customers.

General purpose

Ocean Studios practices will ensure that staff, studio holders and customers will not be discriminated against on any grounds including age, disability, race, sex, religion or cultural beliefs, gender reassignment, marital status and civil partnership, sexual orientation, pregnancy and maternity.

Ocean Studios commitment to anti-discriminatory practice relates to all kinds of discrimination, as set out below:

- Direct discrimination - where someone is treated less favourably than another because they have a protected characteristic
- Indirect discrimination – when a requirement or a condition is applied which has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate.
- Associative discrimination – direct discrimination against someone because they associate with another person who has a protected characteristic.
- Perceptive discrimination - direct discrimination against someone because others think they have a protected characteristic even if they do not possess that characteristic.
- Harassment – unwanted conduct related to a protected characteristic that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.
- Third party harassment – potential liability for the harassment of staff by others such as clients or customers.
- Victimisation – when someone is treated badly because they have made or supported a complaint under the Equalities Act or it is thought that they have done so.

Employment Practices

Ocean Studios aims to promote equality and diversity as an employer and to ensure that no job applicant or employee receives less favourable treatment or is disadvantaged by conditions or requirements that cannot be shown to be justifiable in the context of the policy. Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the Diversity and Equalities Policy. All training opportunities will be published widely to all appropriate employees and not in such a way so as to exclude particular groups. Ocean Studios regards discrimination, abuse, harassment, victimisation or bullying of staff, customers or others in the course of work as disciplinary offences that could be regarded as gross misconduct.

Ocean Studios as Service Provider

In developing its products (training or qualifications); support materials (assessment handbooks and teacher materials) or its awarding organisation services (registration, entry, assessment, certification or web interfaces to the services) will seek to ensure access to its customers and their learners. This will include, wherever practicable, making specific access arrangements for its customers and their learners with disabilities or learning difficulties, or any other protected characteristic which may apply, such as religion and belief. Ocean Studios will attempt to ensure that none of its policies discriminate directly or indirectly against any group or individual.

Pay

As an employer we acknowledge, despite legislation, the continued existence of pay gaps for people with protected characteristics under the 2010 Equality Act. We will commit to ensure that staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. We will operate a pay system, which is transparent, based on objective criteria, and free from unlawful bias, and will monitor pay statistics annually.

Data Collection

Ocean Studios complies with the requirement of the Data Protection Act. Any data, either qualitative and or quantitative, required in order to monitor the requirements or the impact of the Equalities Act 2010, will be collected where it is reasonable, proportionate and practical to do so. Any such requirements will be notified to Ocean Studios customers and will follow a common data format.

This policy will be reviewed on an on-going basis and amended in line with new developments in Equality and Diversity best practice.