



THE GUILD OF  
PREGNANCY AND POSTNATAL  
EXERCISE INSTRUCTORS

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## **Equality and Diversity Policy**

The aim of the policy is to ensure that equal opportunities and diversity are followed by the Guild of Pregnancy and Postnatal Exercise Instructors, known as **The Guild**. This includes the Guild Committee, the Guild Membership, Learners, Partner Companies, Sub-contractors, Membership Base Clients, Teacher Training Services, Service Users or any others who may work in partnership with the Guild or use the Guild logo. These are known as

### **Individual(s).**

The Guild is an organisation that offers and delivers Exercise Services, Teacher Training, CPD and Qualifications that are in accordance with the law and are fair, accessible, and protect characteristics (as outlined below). They do not include any unnecessary barriers to Services, CPD, Courses or Teacher Training.

## **1. Responsibilities of The Guild and its Individuals**

- 1.1 The Guild is responsible for ensuring and implementing the policy, so that membership can implement and carry out the current policy. This responsibility extends to all Individual(s) working with and members of the organisation at any date present or future. The policy will be available for all Individual(s) on first introduction or induction to the working or learning practices of The Guild and will be issued to Individual(s) on their initial joining of The Guild.
- 1.2 A copy of the policy will be available on the website for members of the public and Individual(s).
- 1.3 Any updates to the policy will be issued through the newsletter, closed membership groups and website.
- 1.4 The Guild is committed to promoting inclusivity, equality, and diversity and eliminating discrimination. The policy always requires that individual (s) have a duty to treat each other with dignity and must not discriminate against or harass them regardless of their status.



1.5 The Guild and associated Individual(s) intend to treat everyone equally and with the same attention, courtesy, and respect regardless of:

- Age
- Gender
- Gender reassignment
- Marriage and civil partnership status
- Pregnancy, maternity, paternity
- Sex or sexual orientation
- Race or ethnicity
- Colour
- Nationality
- Religion or belief
- Disability
- Learning difficulty
- Culture
- Mental Health Problems

These factors are referred to as the Protected Characteristics.

## **2. Membership, Committee recruitment and selection**

2.1 The Guild and the Individual(s) will aim to ensure that peoples are treated based on their merits and abilities. Membership and Committee applicants should not suffer discrimination because of any of the Protected Characteristics.

2.2 Advertisements should use appropriate wording that foster equality and diversity and avoid any stereotyping.



2.3 Applicants for Membership, Committee roles or Partnerships should not be asked about Protected Characteristics before an offer of acceptance is made. Exceptions are to be considered in limited circumstances e.g. establishing through questioning.

- a) Whether an applicant can carry out a function that is essential to the role of Membership or Committee position.
- b) Positive action to recruit disabled persons.
- c) Whether an applicant has had pregnancies or is planning future pregnancies.

Equal opportunities monitoring will not form part of the decision-making process. Applicants should not be asked about matters concerning the protected characteristics unless these are relevant and may lawfully be considered.

### **3. Forms of discrimination**

3.1 Discrimination can take many forms and direct discrimination can occur where:

- Where someone is treated less favourably on account of one or more of the protected characteristics.
- They are thought to have a Protected Characteristics.
- They associate or are thought to associate with someone who has a Protected Characteristic.
- An applicant is rejected on grounds of their Protected Characteristic.

3.2 Indirect discrimination occurs where a practice or policy that applies to everyone particularly disadvantages people who share a Protected Characteristic except pregnancy, maternity, or paternity.



3.3 Harassment relating to any of the Protected Characteristics. This includes unwanted conduct relating to a relevant Protected Characteristic that has the purpose or effect of violating someone's dignity. This also includes creating a degrading, humiliating, offensive intimidating, or hostile environment for them.

3.4 Victimisation is also proscribed. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.

#### **4. British Law**

4.1 In accordance with British Law, acts of discrimination or failure to comply with the policy by the Guild and Individual(s) will result in disciplinary action, which may lead to the termination of membership or services where appropriate.

#### **5. Comments**

5.1 Membership and partners are invited to comment on this policy and suggest ways in which it might be improved.

#### **6.0 Complaints**

6.1 Should Individual(s) feel there is inequality or lack of diversity then they should either take steps to deal with it directly by seeking the guidance from the Guild Committee who can review this issue with them. In the instances where inequality cannot be resolved or there is a conflict of interest the Guild will take steps to involve a suitable qualified individual.

#### **References used and for further reference:**

- <http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/easy-read?view=binary>



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- <http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/easy-read?view=binary>
- Equality Act (2010)
- Race Relations Act (1976)
- Sex Discrimination Act (1975)
- Disability Discrimination Act (2005)
- Employments Right Act (1996)
- Directives on religion, sexual orientation (2003)
- Employment directives on age and disability (2006)

### **Policy Renewal and Review**

This policy will be renewed annually in accordance with any laws, changes in legislation, guidance or Codes of Practice issued by the UK Government, the Equality and Human's Right's Commission or other statutory body. The policy will also act upon any feedback from external organisations, actions from regulatory bodies, individual (s) or feedback or any changes in our working practices. Any individual (s) are welcomed to enquire further about the policy or give us feedback.

### **Our contact details are:**

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