

Zen Pilates Training

Equal Opportunities and Diversity Policy

Version 1: 04.07.2026

Review Date: July - 2027

Purpose and Scope

Zen Pilates Training is committed to creating a welcoming, inclusive and respectful learning environment where everyone is treated fairly and with dignity.

We value diversity and recognise that every individual brings unique experiences, perspectives and strengths. We are committed to promoting equality of opportunity and ensuring that no learner, tutor, contractor or visitor is treated unfairly or discriminated against.

This policy applies to all aspects of our business, including:

- learner recruitment and enrolment
- teaching and assessment
- learner support
- employment of tutors or contractors
- all interactions with learners, visitors and members of the public.

Our aim is to ensure that everyone has equal opportunities to participate, learn and succeed.

Responsibilities

Policy Lead

As the owner of Zen Pilates Training, **Zenny Middleton** is responsible for implementing and maintaining this policy.

Responsibilities include:

- promoting equality, diversity and inclusion throughout the organisation
- ensuring fair and respectful treatment of all learners and staff
- investigating concerns relating to discrimination or harassment
- considering reasonable adjustments where appropriate
- reviewing this policy annually.

Policy Contact

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Tutors, Contractors and Learners

Everyone involved with Zen Pilates Training is expected to:

- treat others with dignity, courtesy and respect
- promote an inclusive learning environment
- challenge inappropriate behaviour where safe to do so
- report concerns relating to discrimination, harassment or victimisation
- contribute positively to an environment where everyone feels welcome and valued.

Policy Statement

Zen Pilates Training is committed to promoting equality, diversity and inclusion in accordance with the **Equality Act 2010**.

We will not tolerate discrimination, harassment, bullying or victimisation on the grounds of any protected characteristic.

Protected characteristics under the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation.

We are committed to ensuring that all decisions relating to recruitment, enrolment, teaching, assessment and learner support are based on fairness, ability and individual need.

Equality, Diversity and Inclusion in Practice

Zen Pilates Training promotes equality and inclusion by:

- treating everyone fairly and respectfully
- creating an inclusive learning environment
- promoting positive behaviour and mutual respect
- considering reasonable adjustments where appropriate
- removing unnecessary barriers to participation wherever reasonably possible
- ensuring learning materials and teaching practices are inclusive
- responding promptly to concerns or complaints relating to discrimination.

We believe that diversity strengthens our learning community and enhances the experience of everyone involved.

Discrimination and Harassment

Zen Pilates Training will not tolerate:

- direct discrimination
- indirect discrimination
- harassment
- bullying
- victimisation
- discriminatory language or behaviour
- intimidation or abuse.

Any behaviour that undermines another person's dignity or creates an intimidating, hostile or offensive environment will be taken seriously.

Where concerns are substantiated, appropriate action will be taken in accordance with our policies and procedures.

Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or bullying is encouraged to report their concerns as soon as possible.

Where appropriate, concerns should first be discussed informally if the individual feels comfortable doing so.

If this is not appropriate, or if the issue remains unresolved, concerns should be reported directly to Zen Pilates Training.

All concerns will be:

- taken seriously
- investigated fairly and sensitively
- treated confidentially wherever possible
- resolved promptly and professionally.

Where appropriate, learners may also use the Complaints Policy if they remain dissatisfied with the outcome.

Reasonable Adjustments

Zen Pilates Training recognises that some learners may require additional support to access learning or assessment.

Where appropriate, reasonable adjustments will be considered and implemented in accordance with our **Reasonable Adjustments Policy** and, where applicable, the requirements of the relevant awarding organisation.

Monitoring and Review

Zen Pilates Training is committed to continually promoting equality, diversity and inclusion.

This policy will be reviewed annually or sooner if required following:

- changes in legislation
- updates to awarding organisation requirements
- learner or staff feedback
- organisational changes
- identified improvements to practice.