



Equality and Diversity Policy

Version:	11
Sponsor:	Matt Brown (Education Manager)
Owner:	Luke Goodlet (CEO)
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Key Policy Principles

Focus Fitness UK is committed to providing equal opportunities for all employed staff and learners participating in our programs and eliminating unlawful discrimination.

In accordance with the Equality Act 2010, we will not discriminate based on sex, marital status, disability, religion, race, national origin, hours of work, contract nature, social background, age, sexual orientation, or gender reassignment. Any conditions or requirements must be justified to avoid disadvantage.

The aim is for our workforce to be truly representative of all sections of society and our learners and for everyone involved in our organisation to feel respected and able to give their best.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
 2. 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
 - sexual orientation
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Responsibilities

Learners

As a learner, you are responsible for:

- Familiarising yourself with this policy upon joining or participating in any aspect of your learner journey.
- Reporting any concerns regarding discrimination to your tutor or the Education Manager.

Tutors/Assessors

As a tutor/assessor, you are responsible for:

- Understanding and implementing the full details of the Equality & Diversity policy.
- Ensuring learners are aware of their rights and responsibilities under this policy.
- Reporting any observed instances of discrimination to the Education Manager.

Education Manager

As the Education Manager, you are responsible for:

- Ensuring compliance with this policy across all educational programs.
- Managing and investigating any complaints regarding discrimination or breaches of this policy.

Providing training and resources to tutors and assessors to promote awareness of equality and diversity issues.

Definitions of Discrimination

- **Direct Discrimination:** Treating someone less favourably due to a protected characteristic, as defined by the Equality Act (e.g., rejecting an application based on race).
- **Indirect Discrimination:** Implementing an unjustifiable rule that disproportionately affects individuals with a protected characteristic (e.g., a height requirement disadvantaging shorter individuals).

Both forms of discrimination are unlawful under the Equality Act.

Principles

Focus Fitness UK is dedicated to fostering an environment where everyone is treated with

dignity and respect, free from discrimination. We strive to ensure fairness for all employees, job applicants, and learners, in alignment with the UK Equality Act 2010.

In doing so we commit to

- Create an inclusive culture: Promote an inclusive attitude and create a workplace free from discrimination and harassment and the contributions of all staff and learners recognised and valued.
- Identify and address biases: Identify and prevent unconscious biases so we make decisions concerning staff and learners on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Provide training: Train managers on the importance of their role in shaping the workplace culture and their rights and responsibilities under the equality, diversity and inclusion policy. Opportunities for training, development and progress are available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Address complaints: Take complaints of discrimination or harassment seriously and act promptly.
- Accommodate diverse religious, cultural, and caring responsibilities.
- Make reasonable adjustments: Make reasonable adjustments for employees or learners who are of have become disabled.
- Review and update policies: Review employment practices and procedures regularly and update them to account for changes in the law.
- Capture diversity demographics: Capture applicants' diversity demographics to promote the elimination of unlawful discrimination and produce statistics on the relative success rates of protected characteristics that are scrutinised by management and supervisory board.
- Monitor the make-up of the workforce and learner profile 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.

Support for Individuals with Disabilities

In accordance with the Equality Act, we encourage individuals with disabilities to disclose their condition so we can provide necessary support. We will discuss reasonable adjustments to enhance accessibility in the workplace and classroom, consulting medical advisors when necessary.

Breaches of the Policy

Violations will be considered misconduct or gross misconduct, potentially resulting in disciplinary action for staff, including dismissal or removal from a program for learners.

Individuals can also be held personally liable for unlawful discrimination under the Equality Act.

Complaints can be raised informally with the appropriate Manager. This policy will be monitored and reviewed annually.