

### **Equality Information and Objectives**

ABA Pathways welcome our duties under the Equality Act 2010.

ABA Pathways believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination against individuals or groups whatever their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

ABA Pathways have a responsibility to ensure equality permeates into all aspects of the company and that everyone is treated equally, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We want everyone connected with ABA Pathways to feel safe, secure, valued and of equal worth.

ABA Pathways will promote cultural development and understanding through a rich range of experiences.

ABA Pathways will eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.

ABA Pathways will tackle prejudice and promote understanding in relation to people with disabilities.

ABA Pathways will encourage all clients to be successful learners who enjoy learning, make progress, and achieve their potential; to be confident individuals who are able to live safe, healthy, and fulfilling lives; to be responsible citizens who make a positive contribution to society.

ABA Pathways is committed to increasing understanding and appreciation for diversity.

ABA Pathways' employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Treat others fairly.
- Be respectful.
- Develop an understanding of diversity and inclusion and the benefits it can have.
- Seek training if they need to improve their knowledge in a particular area.
- Celebrate diversity.
- Encourage compassion and open-mindedness.
- Act in accordance with the policies relating to equality.

Behaviour or actions by members of staff against the spirit and/or the letter of the law or this policy will be considered serious disciplinary matters and may, in some cases, lead to dismissal.

ABA Pathways will not discriminate against staff with regard to their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated, and ABA Pathways are continuously working towards a more accepting and respectful environment for both staff and clients.

### **Quality Assurance**

ABA Pathways will ensure that systems are in place to monitor the implementation of and compliance with this policy and accompanying procedures.

The directors will ensure action is taken to swiftly remedy any identified weaknesses within its procedures.

### **Policy Dates**

This policy was written and takes effect January 2023.

Anna Colgate  
Director | RBT