



## **EQUAL OPPORTUNITIES POLICY**

At Shen Mantra we are committed to creating an environment where students, practitioners, clients and tutors celebrate equality and diversity in all activities.

Training or access to assessments will not be affected by gender, ethnic origin, nationality, religious belief, social circumstances, marital status, age or physical and intellectual ability or other relevant state.

Discrimination of the above or any personal characteristic of the individual(s) will not be tolerated

Shen Mantra values everyone as an individual and celebrates diversity by encouraging people to be successful as themselves.

We have a commitment to encourage every individual to realize their full potential and in creating a place where everyone, whatever their circumstances and/or background:

- Is fully respected
- Is listened to and encouraged to give their views
- Feels welcomed and is treated in a friendly way
- Is treated in an equal way
- Has equality of opportunity
- Has full access to all activities wherever possible

Students with a disability will need to have the capacity to perform massage; they will be offered as much support as is reasonable for us to provide.

Students and Tutors are expected to behave in a way which makes other people feel accepted, comfortable and safe.

We are committed to promoting equality of opportunity and good race relations between persons of different groups and avoiding racial discrimination, whether direct or indirect.

We actively support and welcome diversity among our students, clients and tutors. The requirements of the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Employment (Disabled Persons) Act 1944 and 1958 will be upheld and any amendments or extensions thereto.

Equal opportunities are integrated into all planning, procedures and course resourcing. All promotional material including web, course schemes and display material will not reinforce stereotypes and will reflect diversity of our society.

Encouragement will be given to discuss any concerns over these issues should they occur and advice is available to help those concerned to understand the problem and to take steps to resolve them.