



Reference	SSA_D&EP
Version	8.0
Issue Date	19/09/21
Approved	MD

## Equality & Diversity Policy

### Diversity & inclusion statement

Individuals with different cultures, perspectives and experiences are at the heart of the way Silverback Security Academy Ltd (Silverback) works. We want to recruit, develop and retain the most talented people, regardless of their background and make best use of their talents. At Silverback we are guided by our values in everything we do and recognise that being a diverse and inclusive education provider helps us to attract talented Associate Facilitators and Participants/Learners from a wide demographic of society.

We seek to develop a learning environment in which we treat all participants as individuals, fairly and consistently. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for any potential participant seeking to join one of our programmes.

### 1. Purpose

This policy sets out Silverback's approach to equality and diversity. Silverback is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the learning environment and enhance the collective learning experience.

Silverback aims to be an inclusive organisation, committed to providing equal opportunities for its staff members and providing accessible career development opportunities to security operatives from across the industry, and to pro-actively tackling and eliminating discrimination.

## **2. Equality and diversity at Silverback**

At Silverback, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and in education services.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this principle everyone can feel valued for their contributions, a situation which is beneficial not only for the individual but for Silverback too.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued, respected and harnessed.

## **3. Scope**

The rights and obligations set out in this policy apply equally to all members of staff and participants, whether part time or full time on a substantive or fixed-term contract, and also to associated persons, such sub-contractors and others employed under a contract of service.

Everyone has personal responsibility for the application of this policy. As part of your Silverback induction, you are expected to read and familiarise yourself with this policy, ensure that it is properly observed and fully complied.

## **4. Silverback's commitment**

Every member of Silverback, whether Facilitator or Participant, is entitled to a learning environment that promotes dignity, equality and respect for all. Silverback will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against a facilitator, associate staff member, participant or visitor because of a protected characteristic:

- a. Sex;
- b. Gender reassignment;
- c. Marriage and civil partnership;
- d. Pregnancy and maternity;
- e. Race (including ethnic origin, colour, nationality and national origin);
- f. Disability;
- g. Sexual orientation;
- h. Religion and or belief; and
- i. Age.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with the lead Facilitator or another member of the Silverback management team.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Silverback will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by Silverback as a result.

A person found to have breached this policy might be subject to disciplinary action.

Silverback staff members and participants may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that the victim can sue them.

## **5. When does this policy apply?**

This policy applies to all conduct at the Silverback Academy and also to conduct outside of workshops that is related to Silverback activities (e.g. at site visits, social events and social interactions with colleagues) or which may impact on Silverback's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Silverback).

We set out below some specific areas of application:

- a. Recruitment. Selection for employment at Silverback as a sub-contractor will be on the basis of aptitude and ability. Where possible, Silverback will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.
- b. Training. You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.
- c. During employment. The benefits, terms and conditions of sub-contracted employment will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

This policy is for guidance only and does not form part of your contract as a sub-contractor or participant.

EQUALITY AND DIVERSITY DECLARATION:

I have read and understood Silverback's Equality and Diversity Policy and agree to conduct myself to the expected standards. Regardless of my background and circumstances, I agree to treat all colleagues and visitors with respect and dignity while carrying out the duties and responsibilities of my role at Silverback.

Signature.....

Date.....

Print name.....

PLEASE RETURN TO OFFICE MANAGEMENT TEAM – Mrs A. Matthews at [anne@silverbacksecurityacademy.com](mailto:anne@silverbacksecurityacademy.com)

## ANNEX - types of discrimination

There are various types of discrimination prohibited by this policy. The main types are:

a. Direct discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. By way of example, refusing to promote a pregnant employee on the basis that she is shortly due to go on maternity leave would be direct discrimination on the protected characteristic of the employee's sex. Other types of direct discrimination are:

- Associative discrimination - this is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an employee is discriminated against because his/her son is disabled.
- Perceptive discrimination - this is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where co-workers believe the individual is gay. It applies even if the person does not actually possess that characteristic.

b. Indirect discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside of the UK; this could amount to indirect discrimination on the grounds of race.

c. Victimisation

Victimisation is where an employee is treated less favourably than others because they have asserted legal rights against Silverback or assisted a colleague in doing so.

d. Harassment

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.” It is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred.