

Equality, Diversity, Dignity & Inclusion

*Ensuring Fair and Respectful Treatment • Valuing Diversity
Removing Barriers to Equality of Opportunity*

Summary Statement

Fareport Training Organisation Limited (Fareport) is committed to promoting equality, diversity, and inclusion (EDI) across all programmes, including our Skills Bootcamps and Apprenticeship delivery. We aim to create a safe, respectful, and inclusive environment for all learners, staff, and stakeholders, irrespective of their background or personal characteristics.

This policy reflects our obligations under the following legal frameworks.

- Equality Act 2010, including the Public Sector Equality Duty
- Skills and Post-16 Education Act 2022
- Apprenticeships, Skills, Children and Learning Act 2009
- Data Protection and Digital Information Bill (anticipated 2024/2025)
- Department for Education (DfE) Funding Rules and Ofsted EIF requirements

Fareport is committed to providing equality of opportunity and to tackling discrimination, harassment, victimisation, and disadvantage wherever they occur. We aim to uphold the highest standards in our service delivery, decision-making, partnerships, and employment practices.

Equality of opportunity for all sections of our community, workforce, and learners is central to our values and operations. In line with the Equality Act 2010, we do not tolerate less favourable treatment of any person based on their protected characteristics, which include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

To uphold this commitment, Fareport will:

- Promote a workforce that reflects the diversity of the communities we serve, ensuring all employees are treated fairly, with dignity and respect.
- Challenge discrimination and promote equality in the delivery of our services, when commissioning services, and when subcontracting or partnering with others.
- Comply fully with national and local equality legislation and guidance, adopting practices that foster fairness, inclusion, and positive relations across all communities we work with.
- Embed equality into everyday practice, ensuring staff are trained, supported, and held accountable for implementing this policy.

- Ensure we provide an environment where all staff, learners, and stakeholders feel safe, by making it clear that bullying, harassment, discrimination, or peer-on-peer abuse, whether online or offline, will not be tolerated or accepted under any circumstances.,
- Monitor and evaluate our performance on equality through internal reports, our annual self-assessment, and strategic planning processes.
- Continuously review and improve our working practices, facilities, and publicly available information to ensure our services are inclusive and accessible to all.
- Work proactively with stakeholders to prevent and address harassment, bullying, intimidation, or hate-based incidents within our organisation and networks.
- Use our influence, procurement, and partnerships to advance equality, reduce prejudice, and remove barriers to participation, particularly for disadvantaged or marginalised groups.
- Consult with our local communities and stakeholders to shape the design and delivery of our services, ensuring they reflect real needs and experiences.
- Communicate clearly and inclusively, considering the diverse communication needs of our learners, staff, customers, and partners to ensure meaningful engagement and understanding.
- We will ensure that equality considerations are embedded throughout all decision-making processes. All programmes 3 I documents and evaluations will be reviewed and evaluated frequent to ensure the promotion of equality and diversity, elimination of discrimination, including within marketing and promotion.
- Evaluate the impact of our policies, services, and functions on communities via an Equality Impact Assessment (EIA) and make changes to them where they impact unfairly or adversely on any group(s).

Fareport have a range of policies and procedures that support our promotion of Equality, Diversity and Inclusion, including:

- Recruitment and Selection Policy (Ref: 8)
- Safeguarding, Prevent and Child Protection Policy (Ref: 17)
- Recognition of Prior Learning Policy (Ref: 19)
- Stakeholder Engagement & Involvement Policy (Ref: 56)
- Additional Learning Support Policy (Ref: 24)
- Appeals Policy and Procedure (Ref: 4)
- ICT and AI Acceptable Use Policy (Ref: 47)
- Modern Slavery and Human Trafficking Statement (Ref: 58)
- Sexual Harassment Policy (Ref: 32)

If, as a member of staff, learner, employer, member of the public, subcontractor, or any other stakeholder you wish to seek clarification, explanation or communicate with Fareport regarding Equality, Diversity, Dignity or Inclusion, you can do so by writing to:

Chief Executive
Fareport Training Organisation,
28a Westfield House, Lower Bath Lane,
Fareham, Hampshire, PO16 0DH

Signed:



Natalie Cahill, Chief Executive

Reviewed annually.

Reviewed: May 25

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Equality, Diversity, Dignity & Inclusion Policy

Our Vision

Fareport Training Organisation Limited (Fareport) is committed to eliminating discrimination and promoting equality of opportunity, respect, and fairness in the provision of employment, education and training, goods, services, and facilities.

As both an employer and a provider of learning and educational services, we are dedicated to ensuring that everyone can participate fully and confidently, free from harassment, bullying, intimidation, discrimination, or disadvantage.

Our goal is to help build prosperous, vibrant communities where learning, creativity, and enterprise are valued; where diversity is celebrated; and where everyone has the opportunity to succeed and thrive.

By adopting and implementing this **Equality, Diversity, Dignity & Inclusion Policy**, we acknowledge our responsibility to address and challenge inequality and discrimination. We are committed to ensuring that all communities can access our services, engage in our work, and contribute to and benefit from our workforce.

Aims

At Fareport, we believe our responsibility for promoting equality, diversity, and dignity extends beyond the areas currently covered by legislation. We are committed to achieving fairness for all by eliminating discrimination, harassment, or intimidation on any grounds, including those identified under the Equality Act 2010's **protected characteristics**. We also recognise the importance of fostering a respectful and motivating environment, free from behaviours or conditions that undermine dignity, such as a lack of respect, recognition, or support.



Fareport will do this by:

- Complying fully with relevant equality and diversity legislation, including the Equality Act 2010, associated codes of practice, and internal policies, procedures, and strategic frameworks.
- Embedding equality as a core principle across all aspects of our operations, ensuring that equality, diversity, dignity and inclusion are integral to the effectiveness, culture, and growth of Fareport as both an employer and a provider of education and training.
- Allocating leadership responsibility, with the Director of Operations presenting one aspect of this policy at each quarterly Operational Board meeting to maintain proactive oversight and continuous improvement.
- Ensuring fair and inclusive working practices, including equitable distribution of workloads, fair access to training and development opportunities, and consistent demonstration of professional conduct.
- Supporting staff development by providing accessible internal training and qualifications, and ensuring equal opportunity in applying for internal promotions, roles, and progression.
- Challenging and addressing all forms of discrimination, harassment, bullying, and intimidation, whether experienced by staff, learners, or stakeholders and regardless if online or offline.
- Taking positive action to address identified imbalances, inequalities, or underrepresentation, informed by our data monitoring and analysis processes.
- Ensuring all staff understand their shared responsibility for implementing this policy, both within their roles and when representing Fareport on employer premises or other external sites.
- Embedding this policy within our subcontracting and partnership arrangements, particularly through quality assurance and performance monitoring processes.
- Meeting our safeguarding responsibilities by maintaining the highest standards of care and protection for children, young people, and vulnerable adults in all our services and interactions.
- Providing accessible formats of this policy, available upon request, in Braille, large print, audio, or digital formats, to ensure inclusivity.
- Actively seeking to diversify our workforce so it reflects the demographic profile of the communities we serve.
- Working collaboratively with local communities to address disadvantage and discrimination when opportunities arise or local needs are identified.
- Collecting and using equality-related data during learner application and onboarding processes, including information on diversity, special consideration requests, access needs, and stakeholder feedback.
- Opposing and preventing all forms of unlawful discrimination across all employment practices, including:
 - Pay and benefits
 - Terms and conditions of employment
 - Grievance and disciplinary processes
 - Recruitment, promotion, and dismissal
 - Redundancy and flexible working requests
 - Parental and family leave
 - Access to training and development opportunities

Responsibility

Ultimate responsibility for this policy sits with Fareport's Operational Board, although the Operational Management Team (OMT) are responsible for ensuring that systems are in place to put this policy into practice on a day-to-day basis. Equality, Diversity, Health & Safety and Safeguarding and Prevent are regularly reviewed in various meetings, including:

- Fareport Advisory Board (FAB) Meetings
- Operational Board Meetings
- OMT Meetings
- Curriculum Review Group Meetings
- Staff Training

Each staff representative will be responsible for ensuring that the area of the business they represent carries out the work necessary to adopt and implement this policy. The OMT have responsibility for leading their teams, monitoring the implementation process including ownership and updating of action and cyclical improvement plans, and will: -

- Take appropriate action to make equality a reality for staff, learners, stakeholders and the wider community.
- Make sure that all staff know about this policy and through regular all-staff training days and understand how they can personally comply with and support Fareport's aims. All staff will have access to the policy at recruitment, on induction and via an all-staff accessible location on SharePoint.
- All aspects of this policy, including the responsibilities noted above, will be monitored and regularly reviewed at Operational Board Meetings.
- Promoting commitment to this policy and raising awareness of this policy is done through:
 - Staff training
 - Team meetings
 - Performance Management Reviews
 - Annual appraisal processes
 - Newsletters and Bulletins
 - Staff Email Footers

Recruitment & Employment Practices

Fareport is committed to developing a workforce that reflects the diversity of the communities we serve. We actively encourage applications from underrepresented groups and take positive steps to create inclusive recruitment and employment practices.

We monitor recruitment and retention data annually to identify patterns, improve access to opportunities, and ensure fairness in our employment decisions.

Inclusive Recruitment and Selection

We are committed to upholding equality and diversity throughout all stages of employment, from recruitment and selection to training, development, and retention.

We will:

- Advertise roles in ways that reach a wide range of communities and attract diverse candidates, especially from underrepresented groups.
- Ensure job descriptions and person specifications focus solely on the skills and qualities essential to the role.
- Include a requirement for understanding and promoting equality, diversity, and inclusion (EDI) in all job roles, with applicants assessed accordingly.
- Recognise and value transferable skills, including those gained through voluntary work, caring responsibilities, or other non-traditional employment.
- Ensure all candidates, internal or external, are assessed fairly based on job criteria and competency.
- Offer fair access to training and personal development, recognising and supporting the potential of all employees.

Disability Inclusion and the Disability Confident Scheme

As a **Disability Confident employer**, we are committed to creating equal access for disabled applicants and employees.

We will:

- Ensure all job vacancies are accessible and available in alternative formats on request (e.g. large print, different colour backgrounds).
- Guarantee an interview to all disabled applicants who meet the essential job criteria.
- Make reasonable adjustments to support disabled applicants through the recruitment process and, where appropriate, in employment.
- Make reasonable adjustments for any employee who acquires a disability during their employment.
- Provide EDI and disability awareness training to staff.
- Review our disability commitments and progress annually and communicate updates to staff and stakeholders.

Monitoring and Data Collection

To assess the impact of our policy and monitor progress, we collect and analyse diversity data in accordance with the **Equality Act 2010**. This includes monitoring protected characteristics (on a voluntary and anonymous basis) through recruitment processes and an annual staff survey.

Working Environment and Behaviour

We strive to maintain a workplace culture that is **inclusive, respectful, and free from discrimination or harassment**. Our expectations for behaviour are set out in the **Staff Handbook and Associated Procedures (Ref. 23)**, which include a **Code of Conduct** for all employees.

We will:

- Not tolerate any acts of discrimination, bullying, harassment, or victimisation.
- Monitor all disciplinary and grievance cases to ensure they do not disproportionately affect individuals from particular groups.
- Take prompt and appropriate action where any such imbalances are identified.

Managerial Responsibility and Accountability

All managers are expected to actively promote this policy within their teams. This includes:

- Discussing equality objectives and action plans with staff.
- Ensuring staff understand their responsibilities under this policy.
- Addressing breaches of the policy, including failure to implement action plans.
- Recognising that a failure to address incidents of discrimination or harassment may result in managers being held accountable.

Compliance with Safeguarding Requirements

Fareport complies with the Safeguarding Vulnerable Groups Act 2006 and ensures that all staff or learners involved in regulated activity are subject to appropriate Disclosure and Barring Service (DBS) checks. We are also committed to our ongoing legal duty to refer any safeguarding concerns to the DBS or other relevant authorities where necessary.

Recruiting Ex-Offenders

Fareport is committed to fair and inclusive recruitment practices. We will not unfairly discriminate against applicants on the basis of criminal convictions that are unrelated to the role in question.

Where a conviction is disclosed, we will assess its relevance to the position by considering the nature and seriousness of the offence, whether it is related to the type of work, the time elapsed since the offence, any pattern of re-offending, and evidence of rehabilitation.

All roles require a criminal record check through the Disclosure and Barring Service (DBS) due to the nature of the work, especially where contact with children, young people, or vulnerable adults is involved.

In such cases:

- Applicants will be informed in advance if a DBS check is required.
- Any information disclosed will be treated with strict confidentiality and only shared with those who are directly involved in the recruitment decision.
- We will comply with the Rehabilitation of Offenders Act 1974 and the DBS Code of Practice to ensure a fair, transparent, and lawful process.

Having a criminal conviction will not necessarily prevent someone from working with Fareport. Each case will be assessed on its individual merits.

Providing our Services

Fareport are committed to delivering inclusive, accessible, and equitable services that reflect our organisational values and meet the needs of the diverse communities we serve. We will:

- Deliver all services in line with the values, principles, and priorities outlined in our Strategic Plan, ensuring they are inclusive, ethical, and community focused.
- Provide services to all learners, employers, stakeholders, and partners without discrimination, stigma, or bias. All individuals will be treated with **dignity, professionalism, and respect**, regardless of their background or personal circumstances.
- Actively seek to improve access to our services, both physical and digital, by removing barriers to participation, enhancing accessibility in buildings and materials, and ensuring information is available in alternative formats upon request.
- Engage with our communities to identify service needs and use their input to shape and improve our delivery. We aim to reflect the voices and experiences of those we serve in the design of our programmes and support.
- Ensure that any organisation we procure services from, or collaborate with, operates in line with our equality, diversity, and inclusion values, and upholds ethical labour standards.
- Promote and support local employment and training opportunities, encouraging businesses to offer roles to individuals from groups underrepresented in the workforce as defined under the Equality Act 2010.
- Uphold our obligations under the Modern Slavery Act 2015 by conducting appropriate due diligence on suppliers and partners. We will not work with any business or organisation we reasonably believe to be involved in modern slavery, human trafficking, or exploitative practices.
- Withdraw from partnerships where there is evidence that a supplier or partner does not align with our commitment to equality, inclusion, and ethical practice.

Promotion, Advertising and Newsletters

Fareport is committed to promoting its services, opportunities, and values in a way that is inclusive, accessible, and compliant with legal and ethical standards.

We will:

- Ensure that all promotional, marketing, and advertising materials are free from discriminatory content, bias, or language that could be offensive, exclusionary, or misleading. All materials will reflect our commitment to equality, diversity, and inclusion as set out in the Equality Act 2010.
- Carry out advertising and publicity in ways that encourage engagement from all sections of the community, including underrepresented groups. Where appropriate, this will include targeted advertising in specialist or community media to broaden reach and ensure equal opportunity to access our services or employment opportunities.
- Maintain a marketing strategy that recognises and reflects the diverse needs and characteristics of our learners, staff, and local communities. This includes how we promote learning opportunities, vacancies, partnerships, and organisational updates.
- Ensure that all learners, staff, and employers understand their responsibility to maintain a respectful and safe environment, including:
 - Prohibiting the use or display of offensive, pornographic, or discriminatory materials in the workplace.
 - Preventing the downloading or sharing of inappropriate content via the internet or internal networks.
 - Taking action against any behaviour that creates an intimidating, hostile, degrading, or humiliating environment in line with the Equality Act 2010 and our Bullying and Harassment Policies.
- Promote safe and responsible internet use for all users of our digital platforms, in accordance with the UK Online Safety Act 2023 (formerly guided by CEOP). This includes safeguarding learners and staff from online abuse, exploitation, or harmful content, and ensuring adherence to our e-safety, safeguarding, and IT usage policies.

Where artificial intelligence (AI) tools are used to support communications, marketing, or learner engagement (e.g. automated content creation or targeting), Fareport will ensure that:

- All content is reviewed for accuracy, relevance, and inclusivity before publication.
- No decisions that could impact a person's access to services or employment are made solely by automated means, unless compliant with UK GDPR requirements.
- The use of AI is transparent, ethical, and subject to appropriate human oversight to ensure it does not result in discrimination or bias.
- Any data used for AI purposes is processed lawfully, with appropriate consent or justification, and in accordance with our Data Protection and Equality Policies.

Working with Others

Fareport is committed to promoting equality, diversity, and inclusion in all external partnerships and collaborations. We will:

- Promote equality, diversity, and inclusion in our partnership work, public communications, and engagement with media and stakeholders.

- Collaborate with public, private, voluntary, and community sector organisations to support the wider implementation of equality and diversity policies and practices aligned with our own.
- Share information, learning, and examples of effective practice in advancing equality through formal and informal networks and partnerships, while ensuring that all information sharing complies with UK GDPR and the Data Protection Act 2018.
- Jointly develop strategies, where appropriate, to promote equality of opportunity and tackle discrimination, disadvantage, or underrepresentation across shared areas of work.
- Remain informed about the needs and priorities of local communities through consultation, outreach, and engagement, using this insight to shape inclusive service delivery and community support.
- Where possible, target resources toward groups or communities experiencing systemic inequality or marginalisation, supporting their full participation in economic, educational, cultural, and civic life.
- Work closely with subcontractors, delivery partners, and service providers to ensure they uphold the same high standards of equality, diversity, and inclusion as set out in our policies and any relevant funding requirements.
- Monitor and review the equality performance of subcontracted or partnered services, taking action where standards are not met or where any risk of discrimination, exploitation (including under the Modern Slavery Act 2015), or exclusion is identified.

What Action we will Take when Something goes Wrong

Fareport is committed to complying with all relevant and current legislation, including (but not limited to) the **Equality Act 2010**, its associated **Public Sector Equality Duty**, and other statutory protections concerning discrimination, harassment, and victimisation.

We are dedicated to creating a culture where concerns can be raised safely and addressed fairly. We will take all complaints of discrimination, harassment, prejudice, or bullying seriously, whether from employees, learners, partners, or subcontractors, and respond promptly, sensitively, and in accordance with our legal obligations and internal procedures.

To support this, Fareport will:

- Provide confidential support and guidance to any individual who believes they have been affected by discrimination, harassment, or inequality. This includes access to an independent and free helpline for advice on equality, diversity, and employment-related matters - helpline@vflexible-hr.com
- Investigate all reports of discrimination, harassment, or victimisation promptly and impartially. Investigations will be led by a Board member, typically the Chief Executive or Director of Operations, in consultation with our appointed external Equality and Diversity Consultant, where appropriate.
- Treat any proven incident of unlawful discrimination, harassment, bullying, intimidation, or victimisation as a serious breach of conduct, and apply disciplinary measures in accordance with our Disciplinary Policy and Procedures.

- Ensure all employees are informed of their rights, including how to raise a concern or grievance under the law. This will be communicated at induction and periodically throughout their employment via training, policy refreshers, and the staff handbook.
- Ensure that subcontractors, employers, or individuals working on behalf of Fareport are made aware, at the start of their contract, learning agreement, or other formal arrangement, of how to make a complaint and their legal rights under equality and employment law.

Effectiveness of this Policy

To ensure the continued relevance and effectiveness of this Policy, both the content and implementation will be reviewed annually or when legislation dictates by Fareport Operational Board who will produce recommendations for approval by the Chief Executive and Chairman.

Signed:



Natalie Cahill, Chief Executive

Reviewed annually.

Reviewed: May 25

APPENDIX 1 Additional Guidance

Equality, Diversity, Dignity & Inclusion

This document is prepared as a guide to assist the reader in understanding what is meant by the term's equality, diversity, dignity and inclusion in specific detail. It is hoped that this Appendix will give all concerned a greater understanding of equal opportunities and encourage everyone to participate actively in implementing and monitoring the success or otherwise of Fareport's Equality, Diversity, Dignity & Inclusion Policy.

What is Equality?

Equality is about ensuring that all individuals have a fair and equal opportunity to realise their full potential, regardless of their background, identity, or personal circumstances. It means that no one should experience disadvantage, exclusion, or unfair treatment because of characteristics such as where they were born, their beliefs, or whether they have a disability.

Under the Equality Act 2010, equality is rooted in the protection of nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality does not mean treating everyone identically. It means recognising and responding to people's individual needs and circumstances and removing barriers that may prevent them from accessing opportunities, resources, or support. Sometimes this involves making reasonable adjustments or providing additional support to ensure that everyone can participate on an equal footing.

In practice, equality of opportunity is about ensuring fair access to services, benefits, education, and employment, so that no one is left behind due to discrimination, structural disadvantage, or unconscious bias.

What are Diversity and Inclusion?

Diversity refers to the presence of differences within a given setting. In the context of our organisation, it recognises and values the range of characteristics that make individuals unique. These include, though are not limited to, age, sex, race, disability, sexual orientation, gender reassignment, religion or belief, marriage and civil partnership, pregnancy and maternity, as well as other personal attributes such as cultural background, education, experiences, and personality.

Inclusion is the organisational practice of ensuring that everyone feels welcomed, respected, supported, and valued, regardless of their background or identity. It goes beyond simply acknowledging diversity, it involves creating a culture where all individuals are given equal opportunities to contribute, participate, and thrive.

Inclusion promotes a sense of belonging and ensures that no one is excluded or marginalised based on their differences. It is about fostering an environment where all people are treated fairly and respectfully and where their contributions are recognised and celebrated.

Together, diversity and inclusion are fundamental to our mission of providing equitable access to education, employment, and community engagement for all.

What is Dignity?

Dignity in the workplace and learning environment means treating all individuals with respect, fairness, and courtesy, regardless of their background or personal characteristics. It is a fundamental human right and underpins an inclusive and safe culture where everyone feels valued, respected, and free from fear of humiliation, harassment, or abuse.

At Fareport, we believe that everyone has the right to work and learn in an environment free from discrimination, bullying, and harassment. Dignity is upheld when individuals feel safe to express themselves, participate fully, and are not subject to degrading or demeaning treatment.

To uphold dignity for all, we do not tolerate the following types of unacceptable conduct:

- Verbal abuse or insulting, offensive, or threatening behaviour
- Sexist, racist, homophobic, transphobic, or ableist language or jokes
- Jokes or comments targeting someone's sexual orientation, religion, disability, or cultural background
- Bullying or coercive behaviour, including intimidating language or gestures
- Ridicule or exclusion based on cultural, religious, gender, sexual, or disability-related grounds
- Unwelcome sexual advances, including unwanted touching, staring, or suggestive comments
- Sexualised remarks about a person's appearance or clothing
- Physical aggression, such as pushing, spitting, pinching, or hitting
- Name-calling, mocking, or humiliating comments
- Spreading malicious rumours, telling lies, or damaging a person's reputation or property

Such behaviours may constitute harassment or victimisation as defined in the Equality Act 2010 and will be dealt with seriously under our Disciplinary and Grievance Procedures.

How Equal Opportunities Are Protected by Law

Equal opportunities in the UK are supported by a comprehensive legal framework designed to eliminate discrimination, advance equality of opportunity, and protect individual rights. The key legislation includes:

Equality Act 2010

The Equality Act 2010 is the principal piece of legislation governing equal opportunities in the UK. It brought together and replaced over 116 separate pieces of anti-discrimination legislation into a single, consolidated Act. This includes:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality Regulations 2003 & 2006
- Equality Act 2006 (Part 2)
- Equality Act (Sexual Orientation) Regulations 2007

The Act protects individuals from unlawful discrimination, harassment, and victimisation based on nine protected characteristics:

- 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

It applies to employment, education, service provision, public functions, and premises.

Protection from Harassment Act 1997

This Act provides protection against harassment and bullying. It covers conduct that causes alarm, distress, or a fear of violence. Harassment related to protected characteristics (e.g., sex, race, disability) can also fall under the Equality Act 2010.

Disclosure and Barring Service (DBS)

Originally governed by the Police Act 1997, the Disclosure and Barring Service (DBS) now operates to help employers make safer recruitment decisions. DBS checks are required for individuals working with children or vulnerable adults. Fareport ensures that all appropriate staff and volunteers undergo the necessary checks before beginning work in regulated activities. See [Recruitment and Selection Policy \(Ref 8\)](#)

Public Interest Disclosure Act 1998 (Whistleblowing)

This legislation protects individuals who report wrongdoing, risk, or non-compliance in the public interest. It provides legal protection against dismissal or victimisation for making qualifying disclosures. Refer to our [Whistleblowing Policy \(Ref 60\)](#) for further guidance.

Human Rights Act 1998

This Act incorporates the rights set out in the European Convention on Human Rights into UK law. It ensures fundamental freedoms such as the right to life, liberty, security, privacy, freedom of expression, and protection from discrimination.

Working Time Regulations 1998

These regulations protect workers' rights by setting limits on working hours, ensuring rest breaks, and mandating paid annual leave. They aim to promote wellbeing and work-life balance.

Civil Partnership Act 2004

This Act grants same-sex couples' legal recognition and equal treatment in a range of matters, including employment, pensions, and vocational training, equivalent to that of married couples. This complements protection under the Equality Act 2010.

Further Information**Equality and Human Rights Commission**

www.equalityhumanrights.com

Human Rights News, Views & Info

<https://eachother.org.uk/>

Fareport Training's Help & Support

www.fareport.co.uk/help-support/