

Equality, Diversity and Inclusion Policy

1. Introduction and Purpose LB Training is committed to encouraging equality, diversity, and inclusion among our workforce and our learners, and eliminating unlawful discrimination. Our aim is for our training environment to be truly representative of all sections of society, ensuring each learner and employee feels respected and able to give their best.

2. Our Legal Commitment (The Equality Act 2010) We operate in strict accordance with the Equality Act 2010. We will not unlawfully discriminate because of the Act's 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

3. Training, Assessment, and Service Delivery All candidates will have equal access to our training courses and Highfield assessments. The organisation is committed against unlawful discrimination of customers or the public in providing our training services and facilities. Assessment methods will be completely free from bias and will not disadvantage any learner on the basis of a protected characteristic.

4. Zero Tolerance and Responsibilities

- LB Training commits to creating a working and learning environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all.
- We maintain a zero-tolerance approach to these behaviours by any staff member, trainer, or learner.
- All staff and learners should understand they can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination.
- Any complaints will be taken seriously and dealt with as misconduct, which could result in removal from a course without refund or, for staff, lead to dismissal without notice.

5. Monitoring and Review We will monitor how our equality, diversity, and inclusion policy is working in practice, reviewing it annually, and taking action to address any issues.