



## Equality, Diversity and Inclusion Policy

We are committed to creating a socially inclusive and cohesive community by:

- Promoting equal opportunity and equal access tuition, employment, services and information.
- Identifying and addressing the barriers that different groups face to participation in economic, social, cultural and political life.
- Working towards ensuring fair and equitable resources.
- Celebrating and respecting the diversity of our community.
- Working with others to ensure that Limm skills academy is a safe place in which to, work, study or visit.
- Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
- Ensuring the communications we produce and the events we hold positively reflect and promote the diversity of our communities and are made fully accessible, where such a requirement has been identified.
- We are committed to ensure the Equality Act 2010 is adhered to and focusing on protected characteristics, ensuring consistency in what LIMMS and employees and clients need to do to make the workplaces a fair environment and comply with the law.

We are committed to ensuring that our services are accessible to all and responsive by:

- Ensuring our customers are aware of our services and that we deliver our services in ways that are sensitive to students and customers' needs.
- Ensuring that all those in the community are able to visit our public buildings and open spaces.
- Ensuring the information we provide about our services is accessible to our community.
- Consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.

We value and celebrate the diversity that exists amongst our student body and workforce and are committed to creating a working environment in which everyone can take full part.

We aim to develop, promote and deliver our employment and training opportunities without discriminating on the basis of a person's race, disability, age, gender, religion or belief, sexual orientation or any aspect of an



individual's background or heritage which is used as justification for unfair treatment.

We believe Limm skills academy will be more creative and innovative place to work as a result of managing our people in a way that gets the best from their diversity; values their different perspectives and individual backgrounds; and integrates fairness and equity into every aspect of our employment practices.

We aim to achieve this by:

- Recruiting, attracting, developing and retaining talented people, valuing the varied skills and experiences people bring to the organisation and ensuring that our clientele and workforce is representative of our community.
- Developing more imaginative and open ways of recruiting and retaining a diverse student body and workforce, making sure that opportunities are accessible to all and encouraging applications from all sections of our community.
- Providing a safe and accessible working environment that values and respects the identity and culture of each person.
- Ensuring that all employees/clients have access to promotion, learning and development opportunities so that their contribution and potential are maximised.
- Regularly reviewing our people management policies and practices to make sure that they support these commitments, including the commitment to making reasonable adjustments where appropriate to do so.
- Providing support and training to ensure that this policy is communicated, understood and acted on by all of our employees and the student body
- Making sure that all our students, employees and partners understand their rights and responsibilities concerning discrimination, bullying and harassment.
- Setting performance indicators so that we can monitor and regularly report on our progress. Implementing a fair and equitable approach to how we pay and reward our people for equal work, making sure that we regularly review its application.
- Making sure that we treat seriously behaviour that is deliberately contrary to our valuing diversity principles and take appropriate action.

We are committed to ensuring that those contractors and others from whom we procure



Goods and who deliver our services share and implement our equality vision and values by:

- Demonstrating that all practicable steps are being taken to allow equal access and equal treatment the nature of the contract concerned. in tuition and employment and service delivery for all, as appropriate to t

Equality and Diversity is continually embedded, raising awareness of our approaches to ensure this policy is constantly adhered to when training apprentices.

We achieve this by:

- Providing effective Information, Advice and Guidance (IAG) to all apprenticeships, ensuring it is presented in a format that is easily understood by all potential apprentices and employers;
- Apprentice induction provides a general overview of equality and diversity, introducing them to the policy and topic;
- Encouraging apprentices to explore equality and diversity issues and how it can impact them and others personally and professionally

I have read and understood Equality and Diversity Policy.

Signature: \_\_\_\_\_

Print name: \_\_\_\_\_.

Date: \_\_\_\_\_