

Disability Discrimination Policy Inclusion Accessibility and Reasonable Adjustments

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1. Policy Statement

LP Leadership Retreats, Training & Consultancy is committed to creating an inclusive, respectful and accessible environment where disabled people can participate fully in employment, consultancy projects, leadership development programmes, executive coaching, organisational development services and leadership retreats.

We believe diversity strengthens leadership and that every individual should have equal opportunity to learn, contribute and succeed.

We are committed to complying with the Equality Act 2010 and all applicable UK equality legislation. We will not tolerate discrimination, harassment or victimisation on the grounds of disability and will make reasonable adjustments wherever required and reasonably practicable.

2. Scope

This policy applies to:

- Employees
- Workers
- Consultants
- Associate Facilitators
- Executive coaches
- Volunteers
- Contractors
- Job applicants
- Clients
- Retreat participants
- Training delegates
- Visitors
- Suppliers where appropriate

3. Legal Responsibilities

LP Leadership Retreats, Training & Consultancy will comply with:

- Equality Act 2010
- Human Rights Act 1998
- Health and Safety at Work etc. Act 1974
- UK GDPR
- Data Protection Act 2018

We recognise our legal duty to make reasonable adjustments for disabled employees, workers, applicants and, where applicable, clients and participants accessing our services.

4. Our Commitment

We will:

- Treat everyone with dignity and respect.
- Promote equality of opportunity.
- Prevent disability discrimination.
- Prevent harassment and victimisation.

- Remove unnecessary barriers to participation.
- Encourage disclosure where individuals feel comfortable doing so.
- Respond positively to requests for support.
- Consider reasonable adjustments promptly and fairly.
- Maintain confidentiality regarding disability-related information.
- Review our practices regularly to improve accessibility.

5. What is Disability?

For the purposes of this policy, disability has the meaning given under the Equality Act 2010.

This generally includes a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

Disabilities may include:

- Physical disabilities
- Sensory impairments
- Long-term health conditions
- Mental health conditions
- Neurodivergent conditions
- Learning disabilities
- Hidden disabilities
- Progressive medical conditions where protected by law

6. Reasonable Adjustments

LP Leadership Retreats, Training & Consultancy will consider reasonable adjustments for both employees and participants.

Examples include:

Recruitment

- Alternative interview formats
- Accessible interview locations
- Additional assessment time

- Remote interviews
- Accessible documentation

Employment

- Flexible working arrangements
- Adjusted working hours
- Modified duties where appropriate
- Specialist equipment
- Assistive technology
- Accessible software
- Additional supervision or mentoring
- Temporary workplace adjustments during recovery from illness

Training & Leadership Programmes

- Accessible venues
- Step-free access where reasonably practicable
- Accessible toilets
- Large-print materials
- Digital learning resources
- Additional breaks
- Flexible seating
- Alternative learning formats
- Quiet rooms where available
- Support persons where appropriate

Leadership Retreats

- Pre-retreat accessibility discussions
- Dietary requirements
- Mobility considerations
- Alternative activity options where appropriate
- Accommodation requirements
- Transport planning support
- Individual wellbeing considerations

Reasonable adjustments will always be considered on an individual basis, taking account of the person's needs, the nature of the activity and what is reasonable in the circumstances.

7. Responsibilities

Directors

The Director is responsible for:

- promoting inclusion
- ensuring compliance with legislation
- allocating appropriate resources
- reviewing this policy annually

Managers and Facilitators

Managers, consultants and facilitators must:

- promote inclusive practice
- identify barriers
- respond appropriately to adjustment requests
- maintain confidentiality
- challenge discriminatory behaviour

Employees and Associates

Everyone working with LP Leadership Retreats, Training & Consultancy is expected to:

- treat others respectfully
- support inclusive working
- cooperate with agreed adjustments
- report discrimination if witnessed

8. Confidentiality

Information relating to a person's disability will only be shared where necessary and with appropriate consent unless disclosure is required by law.

All personal information will be managed in accordance with UK GDPR and our Privacy Policy.

9. Harassment and Victimisation

LP Leadership Retreats, Training & Consultancy has zero tolerance for:

- disability discrimination
- harassment
- bullying
- victimisation
- offensive language
- exclusion because of disability

Any such behaviour may result in disciplinary action or removal from programmes or retreats.

10. Raising Concerns

Anyone who believes they have experienced disability discrimination should raise the matter as soon as possible.

Concerns may be raised through:

- the Complaints Procedure
- informal discussion
- line management
- the Director

All concerns will be investigated fairly and confidentially.

11. Accessibility

We continually seek to improve accessibility by:

- reviewing venues before events
- considering physical accessibility
- providing information in alternative formats where reasonably practicable
- improving digital accessibility
- seeking participant feedback
- identifying barriers before programmes begin

Because we deliver services in a range of venues, including hotels, retreat centres and client premises, not every venue will have identical accessibility features. Where barriers are identified, we will work with participants and venue providers to explore reasonable adjustments or suitable alternatives wherever practicable.

12. Monitoring and Review

This policy will be reviewed annually or sooner where:

- legislation changes
- guidance is updated
- organisational learning identifies improvements
- significant incidents occur

13. Related Policies

This policy should be read alongside:

- Equality, Diversity & Inclusion Policy
- Complaints Policy
- Safeguarding Policy
- Health & Safety Policy
- Privacy Policy
- Recruitment Policy

Contact

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