

Equality, Diversity and Inclusion (EDI) Policy

Policy Statement

LP Leadership Retreats, Training and Consultancy is committed to creating an environment where equality, diversity, inclusion, dignity and respect are at the heart of everything we do.

We believe that diverse perspectives, experiences and backgrounds strengthen leadership, learning, innovation and organisational success. We are committed to fostering an inclusive culture where all participants, clients, associates, facilitators, contractors and employees are valued, respected and supported.

We will not tolerate discrimination, harassment, bullying, victimisation or unfair treatment of any kind.

We are committed to ensuring equality of opportunity regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

These characteristics are protected under the Equality Act 2010 and are referred to throughout this policy as "protected characteristics."

LP Leadership Retreats, Training and Consultancy will make decisions relating to recruitment, engagement, development opportunities, training, promotion, consultancy assignments and leadership programmes solely on merit, capability, qualifications and business needs.

Scope

This policy applies to:

- Employees
- Freelance associates
- Consultants
- Facilitators
- Contractors
- Volunteers
- Placement students
- Job applicants
- Participants attending training programmes
- Coaching clients
- Consultancy clients
- Retreat attendees
- Business partners and suppliers where relevant

The policy applies during:

- Working hours
- Training events
- Leadership programmes
- Workshops
- Conferences
- Retreats
- Networking events
- Social events organised by LP Leadership Retreats, Training and Consultancy
- Online meetings and virtual learning environments
- Social media activity where an individual's conduct may impact the reputation of the business

Our Commitment

LP Leadership Retreats, Training and Consultancy will:

- Promote a culture of inclusion and belonging.
- Ensure equal access to learning and development opportunities.
- Encourage diverse participation in our programmes and services.
- Provide reasonable adjustments for individuals with disabilities wherever reasonably practicable.
- Create psychologically safe learning environments.
- Challenge discriminatory attitudes, behaviours and practices.
- Continuously review policies and practices to support equality and inclusion.

Responsibilities

Everyone's Responsibility

All individuals associated with LP Leadership Retreats, Training and Consultancy are expected to:

- Treat others with dignity and respect.
- Behave professionally and inclusively.
- Promote equality and inclusion.
- Avoid discriminatory behaviour.
- Challenge inappropriate conduct where safe to do so.
- Report incidents of discrimination, bullying, harassment or victimisation.

Any breach of this policy may result in appropriate action, including removal from programmes, termination of contracts or disciplinary action where applicable.

Leadership Responsibilities

Those responsible for leading, managing or facilitating on behalf of LP Leadership Retreats, Training and Consultancy must:

- Act as role models for inclusive behaviour.
- Ensure programmes and services are accessible and inclusive.
- Address concerns promptly and appropriately.

- Challenge discriminatory behaviour.
- Support individuals raising concerns in good faith.
- Promote diversity of thought, experience and participation.

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably because of a protected characteristic.

Examples include:

- Refusing access to a training programme because of a protected characteristic.
- Treating participants differently based on race, sex, age or disability.
- Denying opportunities because of assumptions linked to a protected characteristic.

LP Leadership Retreats, Training and Consultancy will take all reasonable steps to prevent direct discrimination.

Indirect Discrimination

Indirect discrimination occurs when a policy, process or requirement applies equally to everyone but disproportionately disadvantages individuals with a particular protected characteristic.

We will regularly review our practices to ensure they do not unintentionally disadvantage any group and will make reasonable adjustments where appropriate.

Reasonable Adjustments

We are committed to making reasonable adjustments for individuals with disabilities or other accessibility needs.

Examples may include:

- Accessible venues
- Alternative learning materials
- Flexible participation arrangements
- Additional support during programmes
- Adapted communication methods
- Dietary and wellbeing considerations during retreats

Participants and employees are encouraged to notify us of any requirements as early as possible so that appropriate arrangements can be made.

Harassment and Sexual Harassment

LP Leadership Retreats, Training and Consultancy has a zero-tolerance approach to harassment.

Harassment includes unwanted conduct related to a protected characteristic that has the purpose or effect of:

- Violating someone's dignity; or
- Creating an intimidating, hostile, degrading, humiliating or offensive environment.

Sexual harassment includes:

- Unwanted conduct of a sexual nature.
- Unwanted sexual comments, jokes or advances.
- Behaviour creating an intimidating or offensive environment.
- Less favourable treatment arising from rejection of or submission to sexual conduct.

This applies equally in person, online, during retreats, training programmes, consultancy engagements and social events.

Any allegation will be taken seriously and investigated appropriately.

Bullying

Bullying may include:

- Intimidation
- Persistent criticism
- Exclusion
- Abuse of authority
- Offensive remarks
- Humiliation

Bullying is unacceptable regardless of whether it relates to a protected characteristic.

Victimisation

Victimisation occurs when an individual suffers a detriment because they have:

- Raised a complaint.
- Supported another person's complaint.
- Reported discrimination or harassment.
- Participated in an investigation.

LP Leadership Retreats, Training and Consultancy will not tolerate victimisation in any form.

Recruitment and Selection

Where recruitment takes place, LP Leadership Retreats, Training and Consultancy will ensure:

- Recruitment processes are fair and transparent.
- Selection decisions are based solely on merit and suitability.
- Job advertisements encourage applications from diverse backgrounds.
- Selection criteria are objective and relevant.
- Reasonable adjustments are available throughout the recruitment process.

Training and Development

We are committed to ensuring equal access to:

- Professional development
- Leadership programmes
- Coaching opportunities
- Consultancy projects
- Internal and external training

Selection for opportunities will be based on objective criteria and business requirements.

Equal Pay and Fair Treatment

Where applicable, LP Leadership Retreats, Training and Consultancy is committed to equal pay and fair contractual arrangements for work of equal value.

Decisions relating to remuneration, benefits and contractual terms will be based on objective factors and not influenced by protected characteristics.

Raising Concerns

Anyone who experiences or witnesses' discrimination, harassment, bullying or victimisation is encouraged to raise the matter promptly.

Concerns may be raised with:

Lee Piarroux

Founder & Lead Consultant

LP Leadership Retreats, Training and Consultancy

Email: [Insert Email Address]

All concerns will be treated seriously, sensitively and, where possible, confidentially.

No individual will suffer disadvantage for raising a genuine concern in good faith.

Monitoring and Review

LP Leadership Retreats, Training and Consultancy is committed to continuous improvement in equality, diversity and inclusion.

We will:

- Review policies regularly.
- Monitor feedback from participants and clients.
- Assess accessibility and inclusivity of programmes.
- Identify opportunities to improve representation and participation.
- Take action where barriers to inclusion are identified.

Policy Review

Policy Owner: Lee Piarroux

Approved By: LP Leadership Retreats, Training and Consultancy

Effective Date: 11/06/26

Review Date: 11/06/27

