



# Equality, Diversity and Inclusion Policy

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## Purpose

**Learning-To-Learn CIC** ("the Organisation") is committed to promoting equality, diversity and inclusion throughout all aspects of its governance, programmes, partnerships and activities.

We believe that everyone should be treated with dignity, fairness and respect and have equitable access to opportunities to learn, develop and participate.

As an organisation dedicated to building trusted pathways between education, enterprise and community participation, we recognise that diverse perspectives, experiences and backgrounds strengthen communities, improve decision-making and contribute to sustainable social impact.

## Scope

This policy applies to:

- Directors and trustees
- Employees and contractors
- Volunteers and mentors
- Participants, beneficiaries and community members
- Partner organisations and consortium members
- Beneficiaries and community stakeholders
- Any individual engaged in activities delivered by or through Learning-To-Learn CIC

This policy applies to both face-to-face and online activities.



## **Equality, Diversity and Inclusion Commitment**

Learning-To-Learn CIC is committed to creating environments where individuals feel valued, respected and able to participate fully.

We seek to:

- Promote equality of opportunity.
- Encourage participation from diverse communities.
- Remove unnecessary barriers to engagement.
- Foster inclusion, belonging and mutual respect.
- Challenge discrimination, harassment, victimisation and exclusion.
- Support social mobility and lifelong learning.
- Create accessible opportunities for individuals from a wide range of backgrounds and circumstances.

Equality, diversity and inclusion are embedded throughout our activities, including:

- Community outreach programmes.
- Education and employability initiatives.
- Workshops, training and mentoring activities.
- Partnership and consortium projects.
- Research and consultation activities.
- Community engagement events.
- Online learning and digital participation activities.

## **Legislative Framework**

This policy is informed by relevant legislation and guidance in England, including:

- Equality Act 2010
- Human Rights Act 1998
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)

The Organisation will review this policy periodically to ensure compliance with current legislation and good practice.



## Policy Objectives

The Organisation aims to:

- Promote equality of opportunity for all individuals engaging with our activities.
- Foster inclusive environments that support participation, learning and progression.
- Ensure services and opportunities are accessible wherever reasonably practicable.
- Encourage respect for diverse backgrounds, experiences and perspectives.
- Prevent discrimination, harassment and victimisation.
- Promote fair treatment in decision-making, recruitment, volunteering and programme participation.
- Support community cohesion, inclusion and social mobility.

## Equality, Diversity and Inclusion Principles

Learning-To-Learn CIC is committed to:

### **Inclusion**

Creating accessible and welcoming opportunities that encourage participation, belonging and progression.

### **Respect**

Valuing the dignity, experiences and contributions of every individual.

### **Fairness**

Ensuring decisions are made objectively and without unlawful discrimination.

### **Partnership**

Working collaboratively with communities and organisations to promote inclusive practice.

### **Accessibility**

Seeking to remove barriers that may prevent participation and engagement.



## **Continuous Learning**

Reflecting on our practices and improving our approach to equality, diversity and inclusion.

## **Responsibilities**

The Organisation will:

- Promote an inclusive organisational culture.
- Ensure that policies and practices support equality and diversity.
- Consider accessibility and inclusion when designing programmes and services.
- Address concerns relating to discrimination or exclusion promptly and fairly.
- Monitor and review relevant practices where appropriate.

All individuals associated with Learning-To-Learn CIC are expected to:

- Treat others with dignity and respect.
- Promote inclusive behaviour.
- Challenge inappropriate conduct where appropriate.
- Support the principles outlined within this policy.

The Founder Director / Chief Executive is responsible for overseeing the implementation, monitoring and review of this policy.

## **Complaints and Concerns**

**Learning-To-Learn CIC** takes all complaints relating to discrimination, harassment, bullying or exclusion seriously.

Concerns should be raised promptly and will be handled fairly, sensitively and confidentially where possible.

Appropriate action may be taken where behaviour is found to be inconsistent with the values and principles outlined in this policy.



## Monitoring and Review

The Organisation will review this policy regularly and whenever:

- Relevant legislation changes.
- Organisational activities significantly expand.
- New equality, diversity or inclusion risks are identified.
- Learning and feedback indicate improvements are required.

## Policy Statement

**Learning-To-Learn CIC** is committed to creating inclusive environments where individuals can participate, learn and develop with confidence.

Through responsible governance, trusted partnerships and equitable opportunities, we seek to strengthen education, employability and community participation for people from all backgrounds.

Equality, diversity and inclusion are fundamental to our commitment to community benefit, lifelong learning and sustainable social impact. We seek to create environments where everyone feels valued, respected and able to participate fully.

## Document Control

Policy Title: Equality, Diversity and Inclusion Policy

Approved By: Founder Director / Chief Executive

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Policy Owner: Learning-To-Learn CIC