

EQUALITY, DIVERSITY & INCLUSION POLICY

Statement of Policy

Leslie Frances Training is committed to eliminating discrimination and encouraging diversity within our company. Our aim is that all Staff and Learners' will be truly representative of all sections of society. and each person feels respected, valued and able to achieve their best.

If at any time you feel that this policy is not being applied to you appropriately, you are invited to appeal against such alleged discrimination stating in writing why, in your opinion, you feel you are being wrongly treated. Addressed to:

The Directors of Leslie Frances Training at 58 Eldon Street, Barnsley, South Yorkshire S70 2JL



European Union
European
Social Fund



EQUALITY, DIVERSITY & INCLUSION POLICY

The purpose of this policy is to set out our vision and values of equality, diversity, and inclusion so we can identify, prevent, and eliminate any unfair discrimination within our academies and salons. We will promote this policy and our views widely and we will strive to ensure that everyone understands, engages and fully supports this policy.

Equality means treating everyone with fairness and respect and recognising the needs of individuals. Diversity means understanding, valuing, and taking account of people's different backgrounds, knowledge, skills and experiences. Inclusion means increasing the participation in our programmes of all those who can benefit regardless of all other factors. The policy also aims to protect employees of Leslie Frances and the salons we work with so that we meet our responsibilities under the public sector duties of the Equality Act 2010

We aim to create a work and learning environment that:

- Eliminates unlawful discrimination.
- Advances equality of opportunity
- Fosters good relations.
- Respects and celebrates difference.
- Everyone feels valued and empowered to reach their full potential.

Regardless of:

- Age
- Gender
- Gender Re-assignment
- Marriage & civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Disability

Scope

This policy applies to all those who work and learn at Leslie Frances Training Academies and Salons.

Principles

- Equality – remove discrimination and any disadvantages.
- Empowerment – foster a culture where everyone feels safe and belong and individual differences and contributions are recognised and valued.
- Equity – being fair and impartial.
- Quality – working to the highest standards in all areas.

Our Commitment

- To create an environment free from bullying, harassment, victimisation and unlawful discrimination by taking seriously any complaints of bullying, harassment, victimisation and unlawful discrimination. Such acts will be dealt with as misconduct under disciplinary procedures

and appropriate action will be taken. Serious complaints could amount to gross misconduct and lead to dismissal without notice.

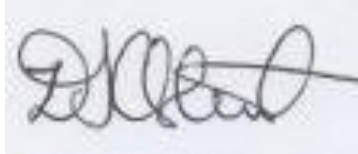
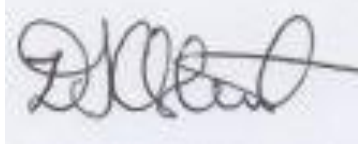
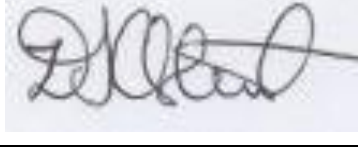
- Promote dignity and respect for all, where individual differences and contributions of everyone is recognised and valued. This includes ensuring everyone is aware of their rights and individual responsibilities in adhering to and promoting this policy and actively working towards ensuring discriminatory attitudes and practices to do not exist.
- Celebrate and encourage diversity. By accepting and valuing a diverse learning environment brings a richness of experience and expertise.
- To off a fair and equitable recruitment and selection process.
- To foster a culture of continuous improvement to develop everyone's full potential.
- To review all policies and procedures when necessary to ensure fairness and update them to take into account of any changes in law.
- Monitor and review the Equality, Diversity and Inclusion Policy to ensure the policy is working in practice and take action to address any issues.
- Monitor the composition of the workforce by gender, race, disability, and age and learner recruitment trends by gender, race, disability, and age to detect if any potential or actual imbalances exist and take action to correct them.

By adhering to the above commitments Leslie Frances endeavour to contribute to a more just society.

EQUALITY, DIVERSITY & INCLUSION POLICY

This policy will be reviewed annually by the Training Manager & Directors, or when there are changes to relevant legislation, or whenever circumstances demand.

REVISION HISTORY

DATE	DESCRIPTION	AUTHOR	SIGNED BY DIRECTORS
18.06.20	Reviewed during lock down.	Eleanore Gray	
26.11.20	Reviewed against Funding Rules	Eleanore Gray	
08.11.21	Annual Review	Eleanore Gray	
29.2.24	Full review and rewrite of policy.	Eleanore Gray	