



## **Disability and Inclusion Policy**

Live to Learn Education Limited is committed to encouraging equality, diversity and inclusion for our students and workforce, and eliminating unlawful discrimination. The aim is for our students and workforce to be truly representative of all sections of society and our customers, and for every person to feel respected and able to give their best.

### **This policy's purpose is to:**

1. Provide equality, fairness and respect for all in who access Live to Learn Education Limited, whether temporary or long-term
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination

### **The organisation commits to:**

1. Encourage equality, diversity and inclusion of all people who access our services
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all people are recognised and valued

This commitment includes ensuring that all of the workforce understand their responsibilities in helping Live to Learn Education Limited to provide equal opportunities for all students, and prevent bullying, harassment, victimisation and unlawful discrimination.



3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, students, families, external organisations, and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

4. Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law. As well as reviewing our inclusion procedures so that young people have a means to access education.

5. To always respond to any questions or concerns regarding the inclusion of a member of staff, student, or any other person who accesses services with Live to Learn Education. All questions or concerns should be emailed to the Head of Centre: Kelly Taylor, at [kelly.taylor@livetolearneducation.com](mailto:kelly.taylor@livetolearneducation.com)

Policy Reviewed By: Kelly Taylor

A handwritten signature in black ink, appearing to read "KATY", is written over a horizontal line.

Signed

Date: 05/01/2026