**Equality, Diversity, and Inclusion (EDI) Policy**

***Introduction***

LG Progress is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of our work. As a training and facilitation provider specialising in local government and the public sector, we recognise the value of diverse perspectives and are dedicated to fostering an inclusive and respectful environment. This policy aims to ensure all individuals are treated fairly in all interactions, and in line with the Equality Act 2010 and the Public Sector Equality Duty.

***Objectives***

This policy outlines our commitment to ensuring fairness and preventing discrimination in our company’s activities, including training and facilitation delivery, recruitment (including use of associates), and interactions with clients and stakeholders. We aim to advocate for an inclusive culture that reflects the communities our public sector clients serve.

***Principles***

We adhere to the following principles:

* Treat all individuals with dignity and respect.
* Provide equal opportunities regardless of age, disability, gender, race, religion, sexual orientation, marital status, neurodiversity, mental health needs, or any other protected or unprotected characteristic.
* Promote awareness and understanding of equality, diversity and inclusion.
* Promote a culture of inclusion, fairness, and respect in all training and interactions.
* Foster a positive culture which permits freedom of thought and expression within a framework of mutual respect and without violating the dignity of others.
* Understand and respect that our clients and stakeholders come from and work with diverse communities.
* Comply with the Equality Act 2010 and the Public Sector Equality Duty (PSED) to advance equality of opportunity and eliminate discrimination.

***Implementation***

To achieve our commitment, we will:

* Embed EDI principles in all training content, ensuring it is inclusive and free from bias.
* Accommodate individual needs where reasonable and practicable, including support for mental health needs and neurodivergent individuals.
* Address any concerns or complaints regarding discrimination, harassment, or exclusion fairly and promptly.
* Regularly review training materials to reflect best practices and evolving EDI standards and provide tailored material where reasonable and practicable.
* Stay up to date with best practice through appropriate training for all practitioners.

***Responsibility***

Liz Green, Director, is responsible for upholding and implementing this policy. All clients and stakeholders are encouraged to support these commitments and raise any concerns if they arise.

Any concerns or complaints under this policy should be sent to liz@lgprogress.co.uk.

***Monitoring and Review***

* We will regularly assess the impact of our training on equality and inclusion.
* Feedback from clients and participants will be used to improve training content and delivery.
* This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, and feedback.

Date of Last Review: 1st March 2025

Signed: 

**LG Progress**

**Company registration number: 15005281**