

Equality, Diversity and Inclusion (EDI) Policy

Purpose

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.

Scope

This policy applies to everyone working for or on behalf of LG Progress Ltd in the delivery of its services, including employees, associates, contractors and consultants.

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 fully with the Equality Act 2010 and the Public Sector Equality Duty (PSED), thus advancing equality of opportunity in all outcomes.

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.
- Maintain our commitment as a Disability Confident Committed (Level 1) employer.
- Associates delivering work on behalf of LG Progress are expected to comply with this policy as listed with the Associate Agreement.

Responsibility

Liz Green, Managing Director, is responsible for upholding, implementing and reviewing this policy.

Everyone working for or on behalf of LG Progress Ltd is expected to support these commitments and comply with this policy.

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: 10th May 2026

Signed:



Liz Green, Managing Director

LG Progress Ltd

Company registration number: 15005281



This is to certify that

LG Progress Ltd
DCS050431
is Disability Confident Committed

Period of award: 03/08/2026 to 03/08/2029

Issue date: 03/08/2026

As a Disability Confident Committed Employer we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Find out more about Disability Confident at:
www.gov.uk/disability-confident

 #DisabilityConfident