**Equality and Diversity Policy**

## Purpose

* To foster an inclusive environment that values and respects diversity.
* To ensure all stakeholders are treated fairly and with dignity.

## Scope

* This policy applies to all LCP Nexus™ staff, learners, and contractors.

## Key Commitments

* Promote equality of opportunity.
* Comply with the Equality Act 2010.
* Provide reasonable adjustments.
* Tackle discriminatory behaviours promptly.
* Deliver EDI training to staff and contractors.

## Responsibilities

* Leaders ensure policy implementation and review.
* Staff uphold inclusive practices.
* Learners respect diversity and report concerns.

## Monitoring and Review

* The policy is reviewed annually or after significant changes in law or practice.

## Version Control

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| Version | Date | Author | Change Description | Next Review |
| 1.0 | 25/07/2025 | Dr Peter Inkpen | Initial issue | 25/07/2026 |