Equality, Diversity & Inclusion Policy

Ever-So-Lean Limited
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1. Purpose

Ever-So-Lean is committed to creating an inclusive, respectful, and fair environment where people are valued for who they are and what they contribute.

We believe that diversity strengthens organisations, teams, learning environments, and decision making. Equality, inclusion, and respect for people are central to how we work, communicate, lead, and deliver services.

This policy outlines Ever-So-Lean's commitment to promoting equality, valuing diversity, and preventing discrimination, harassment, victimisation, and unfair treatment.

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2. Scope

This policy applies to:

- Employees
- Associates
- Contractors
- Consultants
- Clients
- Delegates

- Learners
- Suppliers
- Business partners
- Anyone interacting with Ever-So-Lean

The policy applies across all areas of business activity, including recruitment, consultancy, training delivery, communication, events, online learning, partnerships, and day to day operations.

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3. Our Commitment

Ever-So-Lean is committed to:

- Treating all people with dignity, fairness, and respect
- Creating an environment where people feel valued, heard, and included
- Promoting equal opportunities for all
- Preventing discrimination, bullying, harassment, and victimisation
- Recognising and valuing individual differences, experiences, perspectives, and backgrounds
- Supporting accessible and inclusive learning environments
- Making decisions fairly and objectively
- Challenging behaviours or practices that undermine inclusion and respect

We believe high performing cultures are built when people feel psychologically safe, respected, empowered, and able to contribute fully.

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4. Equality Act 2010

Ever-So-Lean is committed to complying with the Equality Act 2010 and will not tolerate unlawful discrimination based on protected characteristics including:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We are committed to ensuring all individuals are treated fairly regardless of background, identity, or circumstance.

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5. Inclusive Learning & Delivery

As a training and consultancy provider, Ever-So-Lean recognises the importance of creating inclusive learning environments where all delegates and learners can participate confidently and effectively.

Where reasonably possible, we will:

- Make adjustments to support accessibility needs
- Use clear and respectful communication
- Create psychologically safe learning environments
- Encourage participation from all individuals
- Respect different experiences, perspectives, and learning styles
- Challenge disrespectful or discriminatory behaviour

We expect all delegates, learners, and participants to contribute positively to inclusive and respectful environments.

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6. Recruitment & Opportunities

Ever-So-Lean is committed to fair and objective recruitment, selection, and engagement processes.

Decisions relating to employment, partnerships, opportunities, or progression will be based on:

- Skills
- Capability
- Experience
- Qualifications
- Behaviour
- Suitability for the role or opportunity

We are committed to ensuring equal opportunity and avoiding bias or discrimination in decision making.

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7. Responsibilities

Everyone working for or representing Ever-So-Lean has a responsibility to:

- Treat others with respect and professionalism
- Promote inclusive behaviours
- Avoid discriminatory language or conduct
- Challenge inappropriate behaviour where appropriate
- Report concerns relating to discrimination, harassment, bullying, or victimisation

Leaders, facilitators, and associates are expected to lead by example and create environments where people feel safe, respected, and included.

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8. Complaints & Concerns

Any concerns relating to discrimination, harassment, bullying, victimisation, or unfair treatment will be taken seriously and handled appropriately.

Ever-So-Lean will:

- Listen fairly and objectively
- Investigate concerns where appropriate
- Take reasonable action where issues are identified
- Maintain confidentiality where possible

Retaliation against individuals raising genuine concerns will not be tolerated.

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9. Monitoring & Review

Ever-So-Lean is committed to continually improving equality, diversity, and inclusion practices.

This policy will be reviewed regularly to ensure it remains aligned with legislation, best practice, and organisational values.

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10. Contact Details

For questions or concerns relating to this policy, please contact:

Ever-So-Lean
The Old Cinema
Fishmarket Road
Rye
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