

Equality, Diversity & Inclusion Policy

1.0 Background

Lomax Training Services Limited wishes to secure genuine equality of opportunity whether required by legislation or not, in all aspects of its activities as an employer and training provider and to ensure compliance to the Equality Act 2010.

To this end, Lomax Training Services Limited will take every reasonable and practicable steps to ensure that there be no discrimination against any individual or individuals, including staff, directors, beneficiaries, learners, and customers on account of their disability, age, sexual orientation, race, religion or belief, gender reassignment, gender, marital status and civil partnership, pregnancy and maternity or any other criteria.

2.0 Purpose

Lomax Training Services Limited is committed to creating a culture in which equality of opportunity and diversity are promoted actively and in which unlawful discrimination is not tolerated.

Lomax Training Services Limited recognises the real educational and business benefits of having a diverse community of staff and learners and is working towards building and maintaining an environment which values and celebrates diversity.

The aim of this policy is to ensure that in carrying out its activities Lomax Training Services Limited will have due regard to:

- Promoting equality of opportunity, across all its activities.
- Fostering and promoting good relations between people of a diverse background.
- Eliminating unlawful discrimination, harassment, and victimisation.
- Encouraging participation of all.

3.0 Scope

This policy applies to all employees, associates working on behalf of Lomax Training Services Limited.

It applies to the Governors of Lomax Training Services Limited in the discharge of their duties. This Policy sets out how Lomax Training Services Limited will address the needs of people and communities who have protected characteristics as specified within the Equality Act 2010.

4.0 General Principles

Lomax Training Services Limited courses/qualifications will be inclusive by engaging with all individuals fairly, delivering value through effective management of delivery and operating a safe, sustainable, and reliable provision, creating a diverse, inclusive, and skilled workforce at all levels

5.0 Delivery

Lomax Training Services Limited will seek to: Embed equality, diversity and inclusion in all its activities.

Work with all stakeholders, including:

- Other training providers.
- Partners i.e. Local authorities, Colleges - primes
- Local and national government, awarding bodies, and industry specialists.

Approach its activities proactively by:

- Minimising the potential for discrimination, harassment, and bullying.
- Seeking out opportunities to promote inclusive development.
- Seeking out the views of learners and employers
- Taking necessary steps so that people with protected characteristics do not experience disproportionate disadvantage because of the planning, design, implementation, and delivery of the Lomax Training Services Limited courses/qualifications.

Create opportunities for local, disadvantaged, and underrepresented people to benefit from Lomax Training Services Limited services:

- Increasing equal opportunity, skills, and employment; and
- Promote equal outcomes in the services the Lomax Training Services Limited programmes will provide.

5.1 LGBTQIA+

Lomax Training Services Limited are committed to promoting a safe and inclusive environment for those employed and studying with Lomax Training Services Limited.

This is achieved through promoting knowledge and training to staff in relation to terminology used in this area and understanding the impact that discrimination and harassment has upon those within this community.

At Lomax Training Services Limited, we ensure that our working environment for staff, visitors, learners, and contractors facilitate an open and safe environment, where no individual will face discrimination or harassment because of them being part of the LGBTQIA+ community.

We will ensure that where individuals face discrimination or harassment, in relation to any of the protected characteristics of the Equality Act 2010, a full and robust investigation will be completed, and the companies' Disciplinary Procedure implemented to protect individuals.

We believe in equality of appointments and treatment of staff and learners, irrespective of their sex or perceived gender.

We ensure that all individuals will never face discrimination or harassment because of their sex or perceived gender.

This also relates to equality in pay, where individuals will receive a remuneration package commensurate to their work duties, skills, and experience alone.

5.2 Race

We are committed to celebrating all differences in individuals, including race and promote a safe and fair environment for both staff and learners, where they will never face discrimination or harassment because of their race or perceived race.

We provide opportunities for development based on the individual need and promotion based purely on an individual's performance, skills, and experience.

5.3 Family Life

Lomax Training Services Limited understand and value the importance of work-life balance and our commitment towards this through a pro-active approach to family life, encompassing Pregnancy, Maternity, Paternity, Adoptive, and bereavement leave. Also, through supporting those individuals in these circumstances that ensures no mistreatment, discrimination, or harassment occurs.

5.4 Religion or Belief

We recognise the importance religion, and the beliefs of others have on them individually and how these impacts on the provision.

This is why we are happy to adapt a flexible approach to those individuals through allowing them to celebrate religious festivals throughout the working year and through facilitating the need for time to pray etc.

5.5 Age

We encourage a diverse workforce which also includes individuals of all ages. We base our decision on hiring purely on the individual's qualification and experience.

We promote and commit to a safe working environment whereby individual can be assured of not facing harassment or discrimination because of their age.

5.6 Disabilities

Lomax Training Services Limited are committed to promoting a safe working and learning environment irrespective of physical disabilities or neuro- disabilities within the boundaries of the types of courses we provide.

This helps to ensure that individuals are employed based upon their abilities to complete the required duties, not their physical or mental attributes.

6.0 Workforce

Lomax Training Services Limited is committed to equality, diversity, and inclusion in all aspects of recruitment and employment.

We will seek to achieve this in the following ways:

- Develop and implement recruitment and selection processes that are open and fair and that enable the selection of the best talent.
- Aim to build a workforce that reflects the communities it serves.
- Promote an environment free from discrimination, harassment, bullying and victimisation and tackle any behaviour that breaches this.
- Provide training support and encouragement to staff so that they can develop their careers and enhance their contribution to the business.
- Make all staff aware of their responsibility for promoting equality diversity and inclusion in their work
- Involve staff in the development implementation monitoring and review of human resources policies, procedures, and flexible working arrangements.

6.1 Inclusion

Lomax Training Services Limited recognises that people's differences are valued and used to enable everyone to thrive at work.

An inclusive working environment is one in which everyone feels that they belong without having to conform, that their contribution matters and they can perform to their full potential, no matter their background, identity or circumstances.

An inclusive workplace has fair policies and practices in place and enables a diverse range of people to work together effectively.

We believe in giving all staff and learners a voice, a voice that will be heard and listened to, a voice that will allow individuals to voice their opinions and thoughts without fear of repercussions.

We believe and commit to ensuring that individuals working within our business receive a remuneration package that reflects their experience and qualification.

We ensure that all individuals are included in all aspects of Lomax Training Services Limited working life and throughout their employment.

6.2 Diversity

At Lomax Training Services, we recognise the ever changing and increasing diverse work and learning environment in the UK.

As such, we promote the benefits of diversity, including neurodiversity. We recognise that those with unseen diversity attributes can and do offer value to our business and it is this belief that helps us to promote differentiation for neurodiversity characteristics.

7.0 Underpinning principles

This policy is guided by the following principles, that:

- All staff, learners and visitors should enjoy a safe environment free from unfair/unlawful discrimination including harassment, bullying or victimisation.
- All learners and staff should have equal access to quality services that are made available by Lomax Training Services Limited.
- All staff and learners should have equal access to opportunities for personal, professional, or academic training and development, career progression and promotion opportunities.
- All staff and learners should be able to participate fully in the work and life of Lomax Training Services Limited and celebrate its diversity.

- Staff and learners at the provision should reflect the diversity of talent, experience and skills from the local area from which the business draws its learners and staff.

8.0 Responsibilities

All managers, staff and learners are responsible for ensuring Lomax Training Services Limited meets its legal obligations in respect of equal opportunities and maintains an environment where there is genuine inclusion and respect for diversity.

Individual staff at Lomax Training Services who are responsible for promoting equality of opportunity, contributing to an environment free of fear or intimidation and ensuring that their behaviour and actions do not amount to unlawful discrimination, harassment, bullying or victimisation.

Visitors to Lomax Training Services Limited will be expected to comply with this policy.

Lomax Training Services Limited recognises that it also has moral and social responsibilities that go beyond the legislation, and it will endeavour to contribute to the wider process of change through all aspects of its work and practices to eliminate unlawful discrimination and promote Equality & Diversity.

9.0 Procurement and Supply Chain Diversity

Lomax Training Services Limited requires that contractors and suppliers of services comply with this policy. A copy of this policy will be provided to all sub-contractors, consultants and suppliers appointed to work for the Lomax Training Services Limited programmes.

All such organisations are required to make available the resources to comply with this policy, in the delivery of services they are providing. Failure to comply with the requirements of this policy may result in them being removed from Lomax Training Services Limited approved list of suppliers.

10.0 Implementation of the Policy

The successful implementation of this policy relies on the mainstreaming of Equality & Diversity issues within the Lomax Training Services Limited policies and procedures.

Lomax Training Services Limited will assess the impact of this policy on staff and learners to ensure it does not have an adverse impact for different groups of people, primarily in terms of race, gender and disability, as well as regarding age, religion/belief and sexual orientation.

11.0 Breach of the Policy

Lomax Training Services will take seriously any instances or alleged incidents of non-adherence to the Equality & Diversity policy by learners, staff or visitors.

Such instances or allegations will be investigated and where appropriate will be considered under the relevant disciplinary procedure for staff or learners.

Regarding any breach of the policy by visitors, Lomax Training Services Limited will take appropriate action in relation to the nature of the incident.

12.0 Complaints

Any complaint will be taken seriously and dealt with in a timely and sensitive manner as indicated in our complaint's procedure and in accordance with the relevant grievance and disciplinary procedures.

13. Policy Review

This policy will be reviewed annually or earlier should it become necessary by the Quality Manager.

14.0 Related Policies

No related policies are defined.

15.0 References

More information can be found on the gov.uk website

Equality Act 2010: Guidance - GOV.UK (www.gov.uk)

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1.0	February 2026	