

## EQUAL OPPORTUNITIES POLICY STATEMENT

Natural Edge Coaching Ltd is committed to creating a culture in which equality of opportunity is actively promoted in every aspect of service provision and the working environment. Discrimination is not tolerated. Our aim is to create an environment where people of all backgrounds and experience feel appreciated and valued. We are totally committed to removing barriers to improve access to our services.

Natural Edge Coaching Ltd will take appropriate action wherever instances of discrimination and harassment occur and will work with our partners to develop effective procedures and policies to combat all forms of unlawful discrimination and share good practice.

In accordance with the Equality Act 2010, discrimination on the grounds of race, nationality, ethnic origin, religion or belief, sex, gender reassignment, marriage and civil partnership, sexual orientation, disability, pregnancy and maternity and age is not acceptable. We will take appropriate action to redress inequality and work continuously to improve our services.

Reasonable adjustments will be made so that services are accessible to everyone who needs them. Cultural and language barriers will also be recognised and practices will be adjusted which are appropriate to those needs.

When applying this policy statement, we will act sensitively towards the diverse needs of individuals and communities.

When applying this policy statement, we will take the necessary positive action to reduce discrimination and harassment in local communities.

Date created: 18 March 2020

Review date: March 2022

Policy statement owner: Sam Wright

Natural Edge Coaching Ltd.