

LEARNING SPOT LTD
Trading as The Builders Academy™

Equality and Diversity Policy

Policy Statement

Learning Spot Ltd trading as The Builders Academy™ is committed to promoting equality, diversity, and inclusion throughout all areas of our organisation.

We aim to provide an environment where all employees, learners, apprentices, employers, contractors, and visitors are treated fairly, with dignity and respect, regardless of their background, characteristics, or personal circumstances.

The Builders Academy™ is committed to creating a culture that values diversity and promotes equal opportunities for all.

Scope

This policy applies to:

- Employees
- Apprentices and learners
- Employers and workplace providers
- Contractors and consultants
- Visitors and stakeholders
- Any individual engaged with The Builders Academy™

Our Commitments

The Builders Academy™ is committed to:

- Promoting equality of opportunity
- Preventing discrimination, harassment, bullying, and victimisation
- Creating an inclusive and respectful working and learning environment
- Treating all individuals fairly and consistently
- Complying with the Equality Act 2010
- Encouraging diversity and inclusion across the organisation
- Making reasonable adjustments where appropriate

Protected Characteristics

The Builders Academy™ will not tolerate discrimination on the grounds of:

- Age

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

Responsibilities

All employees, learners, and associated persons are expected to:

- Treat others with dignity and respect
- Promote equality and inclusion
- Challenge inappropriate behaviour where appropriate
- Avoid discriminatory language or conduct
- Report incidents of discrimination, bullying, or harassment

Managers and delivery staff are responsible for promoting equality and diversity within their areas of responsibility and ensuring this policy is followed at all times.

Recruitment and Training

The Builders Academy™ is committed to fair recruitment, selection, training, and development practices.

Employment and training opportunities will be based on merit, suitability, qualifications, and ability.

We aim to provide equal access to learning, development, and progression opportunities wherever reasonably practicable.

Harassment and Bullying

Harassment, bullying, victimisation, or discriminatory behaviour of any kind will not be tolerated.

Any complaints or concerns will be treated seriously, investigated appropriately, and handled confidentially where possible.

Appropriate disciplinary action may be taken where breaches of this policy are identified.

Learners and Apprentices

The Builders Academy™ is committed to ensuring all learners and apprentices are provided with a safe, supportive, and inclusive learning environment.

We expect learners and apprentices to behave respectfully towards staff, fellow learners, employers, and visitors at all times.

Reporting Concerns

Any individual who experiences or witnesses discrimination, harassment, bullying, or unfair treatment is encouraged to report their concerns to management as soon as possible.

All reports will be taken seriously and investigated appropriately.

Monitoring and Review

This policy will be reviewed annually or sooner where necessary to ensure compliance with current legislation and best practice standards.

The Builders Academy™ is committed to continuous improvement in promoting equality, diversity, and inclusion throughout the organisation.

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