



Equality, Diversity & Inclusion Policy

Leading Beyond Ltd

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Issued by	Becky Travis-Booker, Director Leading Beyond Ltd
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1. Purpose and Scope

Leading Beyond Ltd is committed to promoting equality, valuing diversity, and ensuring inclusion in all aspects of our business. We aim to create a working and service environment where everyone is treated fairly and with respect, and where opportunities are open to all.

This policy applies to:

- All employees, associates, contractors, and consultants engaged by Leading Beyond Ltd
- All clients, prospective clients, and partners.
- All aspects of employment, consultancy, service delivery, training, coaching, and business operations.

2. Legal Framework

This policy is underpinned by the Equality Act 2010 and reflects best practice guidance from ACAS. The Equality Act 2010 protects people from discrimination, harassment and victimisation on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

3. Policy Statement

Leading Beyond Ltd will:

- Treat all individuals with dignity and respect.
- Promote equality of opportunity and fair treatment.
- Foster an inclusive culture that values difference and diversity.
- Ensure that our services, coaching, consultancy, and training are accessible and responsive to diverse needs.
- Take reasonable steps to prevent discrimination, harassment and victimisation.
- Comply fully with all relevant equality and employment legislation.

4. Our Commitments

Recruitment, Employment and Associates

- We will ensure recruitment, selection and engagement of associates and staff is based on merit, competence and business needs.
- Job adverts, role descriptions and contracts will avoid discriminatory language and be open to all suitably qualified applicants.

- Reasonable adjustments will be considered to enable disabled applicants and workers to participate fully.

Training and Development

- We will provide access to development opportunities fairly and consistently.
- We will support awareness of equality, diversity and inclusion in our coaching and consultancy practices.

Service Delivery

- We will consider accessibility and inclusivity when designing and delivering services.
- We will actively listen to and respect the perspectives of clients, associates and partners.
- We will seek feedback to improve inclusivity and accessibility.

Harassment and Bullying

- Harassment, bullying, victimisation or discrimination will not be tolerated.
- Any complaints will be taken seriously, investigated promptly, and dealt with fairly.

5. Responsibilities

Director (Becky Travis-Booker) has overall responsibility for ensuring this policy is implemented and reviewed.

All employees, associates, and contractors are expected to follow this policy, contribute to a culture of inclusion, and challenge or report any inappropriate behaviour.

6. Implementation and Monitoring

This policy will be communicated to all employees, associates and contractors on appointment and made publicly available on the company website.

Equality, diversity and inclusion will be considered in all company decision-making and business planning.

The Director will review this policy annually to ensure ongoing compliance with legislation and best practice.

7. Complaints and Resolution

Concerns or complaints about discrimination, harassment or unfair treatment should be raised directly with the Director.

All issues will be handled sensitively, confidentially, and without victimization.

If necessary, Leading Beyond Ltd may seek external HR or legal advice to ensure fair resolution.

8. Review

This policy will be reviewed annually or sooner if there are significant changes in legislation or company structure.