



Equality, Diversity, and Inclusion (EDI) Policy

High Impact Academic Coaching Ltd

89–90 Paul Street, London, EC2A 4NE

Company Number: 12386860

✉ safeguarding@highimpactacademiccoaching.com

🌐 www.highimpactacademiccoaching.com

Audience: All Staff

Owner: Managing Director (MD)

1. Policy Statement

High Impact Academic Coaching Ltd is committed to fostering an inclusive, respectful, and safe environment for all employees, clients, learners, and stakeholders. We maintain a **zero-tolerance approach** to any form of discrimination, bullying, or harassment, and uphold the principles of equality, diversity, and inclusion in all aspects of our work.

This policy explicitly protects individuals across all **Protected Characteristics** under the **Equality Act 2010**, including:

- Age
- Gender Identity and Gender Reassignment
- Pregnancy and Maternity
- Disability
- Race (including colour, nationality, and ethnic or national origin)
- Religion or Belief (including lack of belief)
- Sex
- Sexual Orientation

2. Our Commitment

We are dedicated to:

- Providing a workplace where everyone is treated with dignity and respect
- Ensuring equal opportunities in recruitment, career progression, and service delivery
- Taking immediate and appropriate action against any reported incidents of discrimination, bullying, or harassment

- Promoting awareness and understanding of equality and diversity through ongoing training and communication
- Embedding inclusive practices in all areas of our operations

3. Reporting and Responding to Incidents

- Any individual who experiences or witnesses discrimination, bullying, or harassment is encouraged to report the matter confidentially.
- Reports can be made via email, directly to a manager, or through a designated safeguarding lead.
- All reports will be treated seriously, investigated promptly, and handled with discretion.
- Support will be offered to those affected, and appropriate action will be taken in line with our disciplinary procedures.

4. Responsibilities

- **Leadership:** Ensure implementation, compliance, and promotion of this policy across the organisation.
- **Employees and Contractors:** Uphold the principles of this policy, participate in training, and report any breaches or concerns.

5. Monitoring and Review

- This policy will be reviewed annually or following any significant changes in legislation or organisational structure.
- Feedback from staff and stakeholders will inform updates to ensure the policy remains effective and aligned with best practices.

Definitions

- **Discrimination:** Unfair treatment based on a protected characteristic.
- **Harassment:** Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, or offensive environment.
- **Bullying:** Repeated behaviour intended to hurt someone emotionally or physically.

Contact

For questions or to report a concern, please contact:
enquiries@highimpactacademiccoaching.com

Year-on-Year Document Review

Review Date	Reviewer Name	Changes Made / Notes	Next Review Date
01/04/25	Kevin Fryer	N/A	01/04/26