

## EQUAL OPPORTUNITIES STATEMENT

Learning Curve Group (LCG) is committed to being an equal opportunities employer and training provider, promoting and developing equality, diversity and inclusion for staff, customers and suppliers across all our services.

LCG will seek to do this by:

- communicating our commitment to equality and diversity to all
- creating an environment where there is mutual respect and equality of opportunity
- providing relevant training for all staff and subcontract partners
- applying mechanisms for implementation, monitoring, evaluation and review of what we do to promote and embed equality and diversity
- treating acts of discrimination as a disciplinary offence, dealing with harassment and bullying in a timely and effective manner
- engaging staff, learners and stakeholders in the development, implementation and execution of our policies
- ensuring our subcontract partners promote equality and diversity in line with legal requirements.

All employees, suppliers, learners and customers will receive equal treatment, regardless of any of the protected characteristics under the Equality Act 2010, which are: sex, marital or civil partnership status, race, disability, age, sexual orientation, gender reassignment, pregnancy and maternity, or religion and belief.

Please note, although the term 'gender reassignment' is specifically protected in the Equality Act 2010, it is worth noting that this covers anyone who is "proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex." This means that surgery does not need to have taken place for a person's gender identity to be protected by the Act, and any gender identity is protected by LCG's Equality, Diversity and Inclusion Policy.

The Directors and management team recognises that it has a responsibility for ensuring that the company operates within the legal framework for equality and for implementing the policy throughout the business. All employees and learners of LCG are responsible for trying to prevent discrimination that is within their control to prevent or challenge.

All companies within the LCG family, as shown in the table below, uphold the same company vision, mission and core values and follow the group policies and procedures referenced in this document.

<b>Company</b>	<b>UKPRN</b>	<b>Registration number</b>
Learning Curve Group Limited	10008935	05233487
Profound Services Limited	10022358	05969610
Northern Care Training Limited	10013515	05256533
Acorn Training Consultants Limited	10000108	03182459
London Hairdressing Apprenticeship Academy Limited	10035171	07710651
Antrec Limited	10043333	07873541
APCYMRU LIMITED (MPCT)	10000311	04376890

PGL Training Limited	10008426	07287585
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Signed

Rachel Butt  
Chief Learning Officer