



Pinnacle-AP

Pinnacle-AP is committed to fostering an inclusive environment where all individuals are treated with respect and dignity. We aim to ensure equality of opportunity and eliminate unlawful discrimination in all aspects of our operations.

1. Introduction

Pinnacle-AP values diversity and is committed to creating a welcoming and inclusive environment for all staff, students, and stakeholders. This policy outlines our commitment to equality and diversity and the steps we will take to ensure its implementation.

2. Principles

- We will treat everyone with fairness, respect, and dignity.
- We will not tolerate any form of discrimination, harassment, or victimisation.
- We will promote equality of opportunity for all.
- We will create an inclusive environment where everyone feels valued and supported.

3. Scope

This policy applies to all staff, students, volunteers, and anyone working on behalf of Pinnacle-AP.

4. Definitions

- **Discrimination:** Treating someone unfairly or differently because of their protected characteristics (e.g., age, disability, gender, race, religion, sexual orientation).
- **Harassment:** Unwanted conduct that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment
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- Treating someone unfairly because they have made a complaint about discrimination or harassment.

5. Responsibilities

- All staff are responsible for upholding this policy and promoting equality and diversity in their work.



- Leadership of Pinnacle-AP is responsible for ensuring that this policy is implemented and reviewed and for providing necessary support and resources.
- Designated Safeguarding Lead (DSL): Responsible for managing allegations against staff, consulting with the LADO, and ensuring that procedures are followed. **(DSL: Rhonda Thomas)**

6. Policy Review

- **This policy will be reviewed annually and updated as necessary.**
- **Date of Policy: 5/5/2025**
- **Date of Next Review: 5/5/2025**

Signed:

Rhonda Thomas

Pinnacle-AP
