



## EQUALITY, DIVERSITY, ACCESSIBILITY and INCLUSION POLICY

### INTRODUCTION

One of the benefits of working in the tourism industry and why so many of us continue to do so is the opportunity to engage with diverse communities around the world. In the educational travel sector we are privileged to be instrumental in creating opportunities for students and young people to similarly experience global diversity. However, for travel to truly be transformative and inclusive, it must prioritise accessibility, diversity, and inclusion at its core. Learn Away is therefore committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working and social environment in which the rights and dignity of all its staff, clients, partners and the public are respected.

Learn Away recognises that equality and inclusion should be embedded in all its activities and seeks to promote awareness of accessibility and inclusivity and foster good practice.

We are members of [Lead50/50](#), an organisation whose original mission was to champion women in leadership positions in international education and which now supports the wider inclusivity agenda. So our position is clear – we will do everything we reasonably can to ensure our clients can benefit from educational trips regardless of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Our policy on accessibility aligns closely with our approach to sustainability. We believe that for organisations like Learn Away and indeed the entire educational travel sector to be sustainable we need to provide access opportunities for all.

### OUR COMMITMENTS

- We will take positive steps to ensure that our employees, stakeholders, suppliers and clients can enjoy an experience that is fair, equitable and free from discrimination in their interactions with us.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- Provide support for those with a disability.
- Take all reasonable steps to ensure our tours are accessible and can be enjoyed by all.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of Learn Away's activities.