



Equity, Diversity and Inclusion (EDI) Policy

Manara Training

Manara Training is the trading name of Manara Solutions Community Interest Company

Version: 1.0

Date: 18 January 2026 Review date: 18 January 2027 Approved by:

Directors, Manara Solutions CIC (trading as Manara Training)

1. Policy Statement

Manara Training is committed to promoting equity, valuing diversity and fostering inclusion in all aspects of our work.

As a lived-experience-led organisation, we recognise the importance of centring the voices, perspectives and expertise of people with lived experience.

We believe everyone should be treated with dignity and respect and have fair access to learning opportunities.

We are committed to challenging discrimination, bias and exclusion.

2. Scope of the Policy

This policy applies to:

- Directors
- Employees
- Associate trainers
- Contractors and consultants
- Training participants

It applies to all Manara Training activities and interactions.

3. Legal Framework

This policy is informed by the Equality Act 2010 and related guidance on preventing discrimination, promoting equality and fostering inclusive practice.

4. Lived Experience and Representation

Manara Training is a lived-experience-led organisation. We recognise the value, insight and expertise that lived experience brings to training, decision-making and organisational culture. We are committed to:

- centring lived experience in our training design and delivery
- creating spaces where lived experience is respected and heard
- challenging stigma, stereotypes and assumptions
- ensuring our work reflects the realities of the communities we serve

Lived experience is a core part of our identity and informs how we approach equity, diversity and inclusion.

5. Our Commitment

Manara Training is committed to:

- Providing inclusive and accessible training
- Creating respectful learning environments
- Treating people fairly and without discrimination
- Reflecting diversity in perspectives and content
- Responding appropriately to discrimination or harassment

6. Protected Characteristics

We do not tolerate discrimination or harassment on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity or nationality
- Religion or belief
- Sex
- Sexual orientation

7. Inclusive Practice

We will:

- Consider accessibility needs when designing and delivering training
- Make reasonable adjustments where possible
- Use inclusive language and examples
- Encourage respectful dialogue
- Challenge discriminatory behaviour or language

8. Responsibilities

All representatives of Manara Training are responsible for:

- Upholding this policy
- Treating others with respect
- Challenging discrimination where appropriate
- Reporting concerns or incidents

9. Complaints and Concerns

Concerns relating to discrimination, harassment or exclusion may be raised under:

- The Complaints Policy
- The Code of Conduct Policy
- The Safeguarding Policy (where appropriate)

Concerns will be taken seriously and addressed promptly.

10. Review and Monitoring

The Equity, Diversity and Inclusion (EDI) policy will be reviewed annually and updated as required to reflect learning and best practice.

Approval and Sign-off

This Equity, Diversity and Inclusion Policy has been approved and adopted by **Manara Solutions Community Interest Comany (trading as Manara Training)**.

Name: Shereen Lawrence

Role: Director

Signature:

Date: 18/01/2026

Name: Bob Mugisha

Role: Director

Signature:

Date: 18/01/2026