



Equality, Diversity and Inclusion Policy

Version: 1.0

Effective Date: July 2026

Review Date: July 2027

Approved by: Founder & Director, Vertex Health Advisory Ltd

1. Policy Statement

Vertex Health Advisory Ltd ("the Company", "we", "our" or "us") is committed to promoting equality, diversity and inclusion throughout all aspects of our organisation.

We believe that everyone should be treated with dignity, fairness and respect regardless of their background or personal characteristics. We are committed to creating an environment where individuals feel welcomed, valued and able to participate fully without fear of discrimination, harassment or victimisation.

Equality, diversity and inclusion underpin our values and are embedded throughout our education, consultancy, clinical services and business operations.

2. Purpose

The purpose of this policy is to:

- Promote equality of opportunity
 - Prevent unlawful discrimination
 - Foster an inclusive learning and working environment
 - Encourage respect for diversity
 - Ensure fair treatment for all individuals engaging with Vertex Health Advisory Ltd
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3. Scope

This policy applies to:

- Employees
 - Associate contractors
 - Freelance instructors
 - Consultants
 - Volunteers
 - Course delegates
 - Clients
 - Suppliers
 - Visitors
 - Anyone acting on behalf of Vertex Health Advisory Ltd.
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4. Legal Framework

Vertex Health Advisory Ltd is committed to complying with all relevant UK equality legislation, including:

- Equality Act 2010
 - Human Rights Act 1998
 - Health and Safety at Work etc. Act 1974 (*where applicable*)
 - Data Protection Act 2018 and UK GDPR when processing personal information relating to equality and diversity
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5. Protected Characteristics

We will not unlawfully discriminate against any individual because of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (*including colour, nationality, ethnic or national origin*)
- Religion or belief
- Sex
- Sexual orientation

These are protected characteristics under the Equality Act 2010.

6. Our Commitment

Vertex Health Advisory Ltd will:

- Treat every individual fairly and with respect
 - Promote equal opportunities in recruitment and engagement of contractors
 - Ensure fair access to our education, training and consultancy services
 - Make reasonable adjustments where appropriate to enable participation
 - Consider accessibility when designing educational resources and learning environments
 - Provide an inclusive environment where different perspectives are valued
 - Challenge discriminatory behaviour whenever identified
 - Investigate complaints of discrimination fairly and confidentially
 - Continually review our policies and practices to improve equality and inclusion
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7. Recruitment and Selection

Recruitment decisions will be based solely on:

- Skills
- Qualifications
- Experience
- Competence
- Ability to fulfil the requirements of the role

No applicant will receive less favourable treatment because of a protected characteristic.

Selection processes will be objective, transparent and based on merit.

8. Training and Professional Development

We are committed to ensuring equal access to:

- Continuing Professional Development (CPD)
- Educational programmes
- Instructor opportunities
- Professional development
- Career progression opportunities where applicable

Reasonable adjustments will be considered wherever practicable.

9. Learning Environment

We aim to provide a professional learning environment where all delegates feel respected and included.

We expect delegates, instructors and contractors to:

- Treat others courteously and professionally
- Respect different backgrounds and perspectives
- Use appropriate language
- Refrain from bullying, harassment or discriminatory behaviour
- Support an inclusive learning culture

Individuals who fail to meet these expectations may be asked to leave a course or event and may be refused access to future services.

10. Accessibility

Where reasonably practicable, Vertex Health Advisory Ltd will make reasonable adjustments to support individuals with disabilities or additional learning needs.

Examples may include:

- Accessible learning materials
- Alternative assessment arrangements
- Venue accessibility considerations
- Additional learning support where appropriate

We encourage delegates to inform us of any requirements in advance wherever possible.

11. Harassment, Bullying and Victimisation

Vertex Health Advisory Ltd operates a zero-tolerance approach towards:

- Harassment
- Bullying
- Intimidation
- Victimisation
- Hate speech
- Discrimination

Any such behaviour may result in:

- Removal from training courses
 - Termination of contractor arrangements
 - Refusal of future bookings
 - Reporting to relevant authorities or professional regulators where appropriate.
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12. Responsibilities

Directors

The Director is responsible for:

- Promoting equality and inclusion
- Ensuring compliance with legislation
- Reviewing this policy regularly
- Responding appropriately to complaints

Employees and Contractors

All individuals working on behalf of Vertex Health Advisory Ltd are expected to:

- Follow this policy
- Treat everyone fairly
- Report concerns promptly
- Promote inclusive behaviour
- Avoid discriminatory conduct

Delegates and Clients

Delegates and clients are expected to:

- Behave respectfully
 - Support an inclusive environment
 - Treat others with dignity
 - Comply with our Code of Conduct
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13. Reporting Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment or unfair treatment should report the matter as soon as reasonably practicable.

Concerns will be:

- Taken seriously
 - Investigated fairly
 - Treated confidentially where possible
 - Managed without victimisation of the individual raising the concern
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14. Monitoring

Vertex Health Advisory Ltd will periodically review its policies and practices to ensure they remain effective, legally compliant and reflective of best practice.

Where appropriate, lessons learned from complaints, feedback and incidents will be used to improve our services.

15. Review

This policy will be reviewed annually or sooner if:

- Legislation changes;
 - Best practice guidance changes;
 - Organisational changes occur; or
 - Significant issues are identified.
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16. VERSION CONTROL

Version	Created / Updated	Author / Reviewer	Review Date
1.0	18th July 2026	Philip Poskitt (Founder & Director)	18th July 2027

Company Information

The Equality, Diversity and Inclusion Policy is issued by **Vertex Health Advisory Ltd**, a company registered in England and Wales.

Registered Office: Suite 8020, 5 Brayford Square, London E1 0SG United Kingdom

Email: info@vertexhealthadvisory.com

Website: www.vertexhealthadvisory.com

Company Registration Number: 17293196

ICO Registration: ZC194740

All prices are stated in pounds sterling (GBP). Vertex Health Advisory Ltd is not currently registered for VAT; therefore, no VAT is charged on our goods or services. Should our VAT status change, prices and invoices will be updated accordingly where applicable.