

## Equality, Diversity, and Inclusion (EDI) Policy

**Your Specialist Teacher Limited** Company Number 16997681

**Effective Date: 4<sup>th</sup> February 2026**

**Last Reviewed: 4<sup>th</sup> February 2026**

**1. POLICY STATEMENT Your Specialist Teacher Limited** (hereinafter "The Company," "We," or "Us") is committed to fostering an environment of equality, diversity, and inclusion in all aspects of our work. We believe that every individual, regardless of their background or characteristics, deserves to be treated with dignity, respect, and fairness.

We are dedicated to providing specialist teaching outreach services that are accessible, equitable, and responsive to the diverse needs of all children, parents, and staff we interact with.

**2. SCOPE** This policy applies to all activities undertaken by The Company, including:

- All interactions with children/learners, parents, school staff, and other professionals.
- The recruitment and treatment of Directors, Employees, and **Associates**.
- The delivery of services (training, observations, therapy dog visits).

**3. OUR COMMITMENT** We commit to:

- **Non-Discrimination:** Ensuring no individual is discriminated against on the grounds of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, or sexual orientation (The Protected Characteristics).
- **Accessibility:** Making reasonable adjustments to our services (e.g., communication methods, report formats) to ensure they are accessible to parents or staff with disabilities.
- **Inclusive Practice:** Promoting inclusive education strategies in every school we visit, modelling best practices for supporting neurodivergent learners.

**4. THERAPY DOG & INCLUSION** The inclusion of a Therapy Dog will always be discussed in advance, with careful consideration of:

- **Allergies/Health Needs:** Ensuring the dog does not exclude a child with allergies from the classroom unnecessarily (risk assessed).
- **Cultural Sensitivities:** Respecting that some cultures or religions may view dogs differently, and adjusting our approach to ensure no child or family feels uncomfortable.

**5. COMPLAINTS** Any concerns related to equality or discrimination should be raised immediately via our **Complaints Policy**. All complaints will be investigated thoroughly by the Director.

## 6. CONTACT

### Your Specialist Teacher Limited

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