Reiki and Relax

Equality, Diversity & Inclusion (EDI) Policy

Effective Date: 22Sep2026
Business Name: Reiki and Relax

1. Policy Purpose

Reiki and Relax is committed to creating and maintaining an inclusive environment where every individual is treated with dignity, fairness, and respect. We recognise the value that diverse experiences, backgrounds, and perspectives bring to our organisation.

2. Scope

This policy applies to all staff, educators, practitioners, learners, clients, contractors, and visitors engaged with Reiki and Relax.

3. Our Principles & Commitments

3.1. Equality of Opportunity: Every individual will have equal access to training, services, and facilities without discrimination.

3.2. Diversity: We value, respect and actively welcome differences in background, identity, culture, belief, and lived experience.

3.3. Inclusion: We aim to ensure that all individuals feel safe, respected, supported, and able to fully participate.

3.4. Zero Tolerance of Discrimination: We will not tolerate discrimination, harassment, bullying or victimisation in any form, including discrimination based on race, nationality, religion, age, sex, gender identity, sexual orientation, disability, or any other protected characteristic.

4. Implementation & Responsibilities

4.1. Management / Owners: Responsibility for ensuring this policy is embedded in practice, including compliance with relevant legislation, resourcing, training and monitoring.

4.2. Staff, Practitioners & Educators: Expected to model inclusive behaviour, challenge discrimination, and create an environment that is respectful and fair.

4.3. Learners & Clients: Expected to treat others with respect and behave in a manner that upholds this policy.

5. Reporting & Resolution

Any individual who experiences or witnesses behaviour that breaches this policy is encouraged to report it. All concerns will be taken seriously, treated confidentially, and responded to promptly and fairly.

Reports may be made to: [insert name / role / department / contact]

6. Monitoring & Review

[Insert Business Name] will periodically review this policy, our practices, and the impact of our EDI commitments. Updates will be made where necessary to reflect good practice, legal changes, or operational needs.

7. Contact Information

Name / Role	Michelle Richardson, Owner
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