



EQUAL OPPORTUNITY POLICY

General Statement

Reviewed: 04.09.2025

By: H Akdag

Lighthouse Educational Society strives to help both boys and girls, irrespective of their race, sexuality, ability, disability or social background to achieve their potential.

Lighthouse Educational Society endeavours to develop lively, enquiring and creative minds, and the skills and abilities necessary to secure success and the highest personal achievement. Lighthouse Educational Society also encourages its pupils to understand and respond to the needs of others; and to respect other races, religions and cultures.

Guiding Principles

a. Pupils

All pupils should always feel safe from harassment, insult or discrimination and have access to help should any offence occur.

All pupils should have the right to functional access of all curriculum areas and should have the opportunity to fulfil their potential in each of those areas.

All pupils are equally entitled to their teachers' attention, use of resources, rewards and sanctions, and access to extra-curricular activity.

Pupils' needs differ, and this must be recognised by both staff and pupils if all are to fulfil their potential.

b. Staff

All staff will be mindful of the unintentional nature of much discrimination and will adopt good practice in relation to expectations, use of appropriate language, resources and guidance.

Teachers will strive to plan work and organise and manage classes to consider such factors as ethnicity, disability, gender, socio-economic backgrounds and giftedness whilst maintaining consistently high expectations.

Personnel

Lighthouse Educational Society policies in respect of personnel are governed by the following:

- i. The best interests of the children, their welfare, care and development.
- ii. The requirements of National Standards;
- iii. Compatibility between all members of staff and the building of a good team spirit;
- iv. Consideration of the advancement of each member of staff both by internal and external support to help them achieve their maximum potential.
- v. Equal pay for work of equal value.
- vi. Compliance with the current legislation.
- vii. The provision of a job description for each member of staff.
- viii. The provision of a statement of terms and conditions for each member of staff.
- ix. When recruiting members of staff the applicant should be made aware of the policies and procedures, especially those relating to discrimination.
- x. Prior to commencement of employment the successful applicant shall be provided with an offer letter (conditional on Criminal Record Bureau clearance) with the job description and induction procedure.

Harassment of any member of staff that can be classed as sexual or racial will not be acceptable. This includes unwanted verbal or physical advances - the key factor in assessing harassment is whether it is unwanted.

Limitation of a Statement of Policy

Lighthouse Educational Society recognises that a policy is useless unless it is adopted and acted upon by the whole school community. It must be seen to apply to all aspects of school life, organisation and resources. Regular monitoring of its effectiveness must form a part of the evaluation procedures of every department, committee and management team.