

EDI POLICY OF LIGHTHOUSE EDUCATIONAL SOCIETY

REVIEWED: 10/09/2024

Lighthouse Educational Society is committed to fostering an environment that embraces equality, diversity, and inclusion (EDI). This policy outlines our dedication to creating a welcoming atmosphere for all students, staff, and stakeholders, ensuring that everyone is treated with dignity and respect.

1. Purpose

The purpose of this policy is to:

- Promote equality of opportunity for all members of our community.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Foster good relations among individuals, regardless of their background or characteristics.

2. Scope

This policy applies to all aspects of the Society's operations, including:

- Admissions and access to educational programmes.
- Employment practices and professional development.
- Provision of services and facilities.

3. Legal Framework

Our commitment is guided by the Equality Act 2010 and its subsequent amendments, including the Worker Protection (Amendment of Equality Act 2010) Act 2023, effective from October 2024. This legislation mandates that employers take reasonable steps to prevent sexual harassment in the workplace and allows tribunals to increase compensation by up to 25% if this duty is breached. citeturn0search0

4. Definitions

- **Equality:** Ensuring individuals or groups are not treated less favourably based on protected characteristics.
- **Diversity:** Recognising, respecting, and valuing differences in people.
- **Inclusion:** Creating an environment where everyone feels welcome, valued, and able to participate fully.
- **Protected Characteristics:** As defined by the Equality Act 2010, these include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

5. Commitments

Lighthouse Educational Society commits to:

- **Inclusive Culture:** Cultivating a culture where diversity is celebrated, and inclusion is the norm.
- **Policy Implementation:** Regularly reviewing and updating policies to reflect best practices and legislative changes.
- **Training and Awareness:** Providing ongoing training for staff and students on EDI principles and practices.
- **Preventing Harassment:** Taking proactive measures to prevent all forms of harassment, including sexual harassment, and addressing any incidents promptly and effectively.
- **Accessibility:** Ensuring that facilities, services, and educational materials are accessible to all, including those with disabilities.

6. Responsibilities

- **Leadership:** The Board and senior management are responsible for championing EDI and ensuring compliance with relevant legislation.
- **Staff:** All staff members are expected to model inclusive behaviour, participate in training, and report any EDI concerns.
- **Students:** Students should respect others' rights, embrace diversity, and report any incidents of discrimination or harassment.

7. Reporting and Addressing Concerns

We encourage individuals to report any EDI-related concerns through our established channels. All reports will be handled confidentially and investigated promptly, with appropriate actions taken to address any issues.

8. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and alignment with current legislation and best practices. Feedback from the community will be considered in these reviews to foster continuous improvement.

9. Related Policies

This EDI policy should be read in conjunction with other relevant policies, including:

- Anti-Bullying Policy
- Safeguarding Policy
- Staff Code of Conduct
- Complaints Procedure

By adhering to this policy, Lighthouse Educational Society aims to create a supportive and inclusive environment where everyone can thrive.



EQUAL OPPORTUNITY POLICY

General Statement

Reviewed: 04.09.2024

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 can 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.

