



PUBLIC POLICY

Equality, Diversity and Inclusion Policy

Belong • Grow • Achieve • Thrive

Organisation	Lighthouse Learning Provision Ltd
Policy owner	Board of Directors
Approved / published	July 2026
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Review	July 2027, or sooner following relevant legal, safeguarding, operational or commissioning change

Policy at a glance

Lighthouse values difference and is committed to dignity, inclusion and equality of opportunity. Discrimination, harassment and victimisation are challenged, and reasonable adjustments are considered proactively so learners can participate safely and meaningfully.

1. Purpose and scope

This policy applies to learners, families, applicants, staff, contractors, volunteers and visitors. It covers admission, curriculum, behaviour, safeguarding, employment, communication, premises, online activity and community learning.

2. Our commitment

- Treat people with dignity, fairness and respect.
- Prevent unlawful discrimination, harassment and victimisation.
- Remove or reduce barriers to participation and make reasonable adjustments where required and practicable.
- Promote positive relationships and challenge prejudice and stereotypes.
- Listen to lived experience and use feedback to improve access and belonging.
- Monitor decisions and incidents for patterns or disproportionate impact.

3. Protected characteristics

Lighthouse does not discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. The way particular duties apply may vary by context, but respect and fair treatment apply to everyone.

4. SEND, disability and reasonable adjustments

Many learners supported by Lighthouse have SEND or an EHCP. Adjustments are considered before placement and throughout delivery and may relate to communication, sensory environment, routines, learning materials, pace, equipment, staffing, physical access, assessment, transport and participation. Decisions are individual and balance effectiveness, practicality, safety, resources and the agreed commissioned package. A need for adjustment is not treated as poor behaviour or lack of motivation.

5. Inclusive admissions and placement decisions

Admissions decisions are based on whether Lighthouse can meet the learner's needs safely and purposefully, not on assumptions about diagnosis or protected characteristics. Where a placement cannot be offered, the reasons are recorded and communicated. Lighthouse considers whether reasonable adjustment or a modified package would make the placement suitable before declining on disability-related grounds.

6. Inclusive curriculum and environment

- Use examples, resources and activities that respect different identities, families, cultures and experiences.
- Provide alternative ways to communicate, record learning and take part.
- Consider sensory, emotional, physical, literacy and digital access in planning.
- Avoid stereotypes and discriminatory language and challenge them when they arise.
- Ensure community and practical activities are risk assessed without excluding learners unnecessarily.

7. Behaviour, bullying and discriminatory incidents

Prejudice-based bullying, harassment, sexual harassment and discriminatory behaviour are recorded and addressed through behaviour and safeguarding procedures. The person harmed is supported, the impact is considered and proportionate action is taken to prevent recurrence. Disability-related behaviour is approached with curiosity and reasonable adjustment rather than automatic sanction.

8. Workforce and professional conduct

Recruitment, onboarding, work allocation, training and conduct expectations are applied fairly. Lighthouse will make reasonable adjustments for disabled applicants and workers where required. Adults must use respectful language, maintain professional boundaries, declare conflicts and report discriminatory or unsafe practice.

9. Accessibility and alternative formats

Lighthouse considers physical, sensory, communication, emotional and digital accessibility. Information and policies can be provided in alternative formats on request. Website accessibility is addressed in the separate Accessibility Statement.

10. Reporting concerns

Discrimination, harassment or victimisation connected with Lighthouse should be reported to a Director at info@lighthouselearningprovision.co.uk. Concerns involving a child's safety are also managed under the Safeguarding and Child Protection Policy. Complaints may be raised under the Complaints Policy and staff may use the Whistleblowing Policy.

11. Monitoring and review

Directors review admissions decisions, complaints, discriminatory incidents, reasonable-adjustment concerns and feedback for patterns. Actions may include changes to practice, training, environment, resources or commissioning discussions. This policy is reviewed annually or sooner after significant change or incident.

Reference framework

This policy should be read with the current versions of the following legislation, guidance and local procedures. References are applied according to Lighthouse's status as a non-school alternative provision provider.

- [Equality Act 2010](#)
- [Disability rights in education](#)
- [SEND Code of Practice: 0 to 25 years](#)
- [Non-school alternative provision: voluntary national standards](#)