



Equality, Diversity, and Inclusion Policy

1. Policy Statement

Lighthouse Tuition South-West is committed to promoting equality, diversity, and inclusion in all aspects of its work. We value and respect individual differences and strive to create a learning and working environment where everyone feels welcomed, supported, and empowered to reach their full potential.

We actively oppose discrimination in all its forms and ensure that our services are inclusive and accessible to all — regardless of age, race, ethnicity, gender, gender identity, sexual orientation, religion or belief, disability, socio-economic background, or special educational needs (SEN).

2. Purpose and Scope

This policy applies to:

- All tutors, staff, directors, and contractors of Lighthouse Tuition South-West.
- All students, parents, carers, and families using our tuition services.
- All activities, communications, and service environments, both in-person and online.

3. Our Commitment

Lighthouse Tuition South-West will:

- Treat all individuals fairly, respectfully, and without prejudice.
- Provide inclusive tuition services that adapt to a wide range of learning needs.
- Actively identify and remove barriers to participation or achievement.
- Ensure recruitment and selection of tutors is based on merit and equity.
- Deliver training and resources that promote cultural awareness and inclusive teaching practices.
- Foster a culture that recognises and values difference and individuality.

4. Responsibilities

Company Leadership:

- Ensures compliance with the Equality Act 2010 and all related legislation.
- Promotes a culture of inclusion and ensures all staff understand their responsibilities.

Tutors:

- Must respect and reflect the diverse backgrounds of the students and families they work with.
- Are expected to challenge discriminatory language or behaviour where observed.
- Should make reasonable adjustments for students with SEN, disabilities, or learning differences.

Clients and Families:

- Are expected to support an inclusive environment and raise concerns respectfully.





5. Special Educational Needs and Disability (SEND)

Lighthouse Tuition South-West acknowledges that children with SEND may face additional barriers to accessing education. We are committed to:

- Making reasonable adjustments to learning materials and delivery.
- Working closely with parents/carers to understand and support individual needs.
- Ensuring tutors are aware of and sensitive to the diverse ways children learn.

6. Preventing Discrimination and Harassment

Discrimination, bullying, harassment, or victimisation based on protected characteristics will not be tolerated. Any such behaviour may result in immediate termination of engagement or referral to external authorities.

7. Reporting Concerns

Any tutor, student, or parent who feels they have experienced or witnessed discrimination or exclusion should:

- Raise the concern with the Company Director or Safeguarding Lead (Sophie Hocking).
- Expect the concern to be treated seriously, sensitively, and in confidence.
- Be assured that no individual will be victimised for raising an issue in good faith.

8. Monitoring and Review

This policy is reviewed annually and updated in line with legislation and best practice. Feedback from staff, tutors, and clients is encouraged to improve inclusivity.

Name of Tutor: _____

Signed by Tutor: _____

Date: _____

Signed on behalf of Lighthouse Tuition (South-West)

Director Name: _____

Signature: _____

Date: _____

