



## **Equality, Diversity and Inclusion Policy**

LSI / IH Portsmouth is committed to providing a safe and caring environment, where diversity is actively welcomed and everyone is treated with dignity and respect. This policy applies to all members of the LSI / IH Portsmouth community including staff, students and visitors.

### **We are committed to:**

Promoting equality of opportunity for everyone regardless of: gender and gender identity, marital status, religious beliefs and political opinion, race and nationality, disability, sexual orientation, and age.

### **Responsibilities:**

**Leadership:** Our leadership team is responsible for promoting EDI and ensuring that it is integrated into strategic decisions, recruitment practices and internal selection processes. Where it is practical to do so and within structural and operational limitations, we will make reasonable changes to the work environment or work practices to support employees with special needs to fulfil their roles effectively.

**Staff:** All staff members are expected to model inclusive behaviour and to actively contribute to creating a welcoming and tolerant environment in the school.

**Students:** Students are encouraged to embrace diversity and show tolerance and respect for others.

### **Special educational needs and disability access**

The school will consider applications from any students with special education needs or disabilities. We will decide on an individual basis if the course is suitable. It is very important that the school is aware of any additional needs before enrolment so that if an application is accepted, we can support the student in the right way.

### **Reporting concerns**

If anyone has a concern about discrimination within the school, they can speak to any member of staff or line manager who will refer it to the Principal and Operations as a matter of urgency.

