



Equality, Diversity and Inclusion Policy

1. Policy Statement

LSI / IH Portsmouth is committed to providing a safe, inclusive, 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.

2. Our Commitment

We are committed to promoting equality of opportunity for everyone, regardless of:

- Gender or gender identity
- Marital or civil partnership status
- Religious belief or political opinion
- Race, ethnicity, or nationality
- Disability or special educational need
- Sexual orientation
- Age

We seek to ensure that no one experiences discrimination, harassment, or victimisation in any aspect of school life.

3. Responsibilities

Leadership:

The Leadership Team is responsible for promoting equality, diversity, and inclusion (EDI) and ensuring that these principles are embedded in strategic decision-making, recruitment, and internal processes.

Where practical, and within operational and structural limitations, the school will make reasonable adjustments to the work environment or working practices to support staff members with disabilities or special needs in fulfilling their roles effectively.

Staff:

All staff are expected to model inclusive behaviour, challenge discriminatory attitudes, and actively contribute to creating a welcoming, respectful, and tolerant environment for everyone.



Students:

Students are expected to embrace diversity, treat others with respect, and contribute positively to the inclusive culture of the school.

4. Special Educational Needs and Disability Access

LSI / IH Portsmouth welcomes applications from students with special educational needs or disabilities.

Applications are considered on an individual basis to ensure that the course and facilities are suitable for the applicant's needs.

It is essential that any additional needs are disclosed before enrolment so that, if an application is accepted, the school can plan appropriate support and make reasonable adjustments where possible.

(For detailed information, see our [Admission.and.Support.for.Students.with.Learning.or.Physical.Disabilities](#) policy.)

5. Reporting Concerns

Anyone who has a concern about discrimination, harassment, or inequality within the school is encouraged to speak to any member of staff or their line manager.

All concerns will be referred to the Principal and Operations Team as a matter of urgency and handled with sensitivity and confidentiality.

6. Legal Framework

This policy and the school's practices are guided by the principles and requirements of the **Equality Act 2010**, which protects individuals from discrimination and promotes equality of opportunity.