

*Date of policy: 11th January 2023*

*Last reviewed: 20th March 2025*

*Next review date: January 2026 or whenever necessary*

LLE accepts international students from across the world and is committed to equality, diversity, and Inclusion in all its operations. LLE encourages equality, diversity, and inclusion amongst its team members, teachers, host families, and students, and is proactive in eliminating any unlawful discrimination.

LLE works in line with the Equality Act 2010, which states it is unlawful to discriminate against anyone based on the following protected characteristics:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation
- neurodiversity

The Equality Act also protects individuals if the people in their life, like family members or friends, have a protected characteristic and they are treated unfairly because of this. The Equality act can also protect you if a friend or a family member is thought to or perceived to be one of the protected characteristics. This is called discrimination by association. For example, you could be discriminated against because your brother is gay or if someone thinks your brother is gay.

The Equality Act also protects you if you're treated badly because you've complained about discrimination or stood up for discrimination rights, either for yourself or for someone else, for example, a friend at school.

Discrimination may be direct or indirect, and the person may not know they are discriminating against you, but it is still discrimination which is why it is important to take action and have open and honest conversations about this topic.

LLE takes Equality, Diversity, and Inclusion seriously and values the importance of educating our students and training our team members on ways in which they can be discriminated against, how to avoid discriminating against others, and the steps they can take to overcome any discrimination they have faced. LLE also invites staff members to reflect upon their own unconscious biases and prejudices, so team members are more aware of the influences upon their behaviour. LLE takes a zero-tolerance approach to racism, homophobia, and condemns all forms of discrimination.

Further information for team members and host teachers can be found in the staff handbooks.

### **Protected Characteristics**

Below we outline how you could be discriminated against based on the protected characteristics.

#### **Age**

Age discrimination is where you're treated unfairly because of your age or because you are part of a particular age group, for example under 25, or over 65.

LLE will not discriminate on the basis of age. Age ranges on courses are for guidelines on child development and insurance purposes. There is no upper age range.

#### **Disabilities**

The Equality Act defines disability as "a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities."

Schools in the UK must make reasonable adjustments if your child is disadvantaged by a school practice or school rule because of their disability. Schools must make adjustments to all school activities including, admissions, exclusions, access to school excursions, help and support in school, and their learning activities and materials. Schools could be at fault if they fail to provide an adjustment or aid and it's reasonable to make the changes or provide support to remove the disadvantage

LLE is an inclusive organisation and will make reasonable adjustments to allow all students to be able to access their English language courses.

**Gender Reassignment/Transgender/Gender Identity**

If you're treated unfairly because you are a transgender person, this is called 'discrimination because of gender reassignment'. You have the protected characteristic of gender reassignment if you:

- want to reassign your sex from your birth sex to your preferred sex
- do this by changing physical or other characteristics

Gender reassignment is a personal process rather than a medical one. You don't have to undergo medical treatment or be under medical supervision to be protected under the Equality Act as a transgender person.

LLE is an inclusive organisation that supports transgender students in their studies.

**Marriage or Civil Partnership**

The Equality Act 2010 says an employer mustn't discriminate against you because you're married or in a civil partnership. You're protected against unlawful discrimination if you're: legally married, or in a civil partnership.

Further information can be found in the staff handbook.

**Pregnancy and Maternity**

Pregnancy and maternity discrimination is when someone treats you unfairly because you're pregnant, breastfeeding, or because you've recently given birth.

LLE is an inclusive organisation that accepts students who are pregnant or breastfeeding.

Further information for staff can be found in the staff handbook.

**Race**

You must not be discriminated against because of your race. Race discrimination is defined as when an individual is treated unfairly because of one of the following things:

- colour
- nationality
- ethnic origin
- national origin

You can be discriminated against because you belong to a certain racial group. People who share the same colour, nationality, or ethnic or national origins are part of the same racial group.

Nationality means citizenship or membership in a particular nation. For example, you can be discriminated against because you're a British, Chinese, or Afghanistan citizen.

The law says an ethnic group is a group that shares the same history and cultural traditions. In addition, the group may share one or more of the following things: the same language, religion, literature, geographical origin, oppressed group, being a minority, etc.

The UK courts have stated that Irish Travellers, Jews, Romany Gypsies, and Sikhs are all ethnic groups.

National origins mean your connection to a country or nation through birth. It's different from nationality although they can overlap. For example, you may be a British citizen, but your parents could have been of Japanese origins. Your nationality is therefore British, but your origins are Japanese.

People who share the same colour, nationality, or ethnic or national origins are part of the same racial group. You can be part of several racial groups, for example, you're a British citizen with Brazilian-born parents. You can be discriminated against because of your British nationality, your Brazilian national origins, or because you're black.

It's against the law if someone discriminates against you because they think you belong to a certain racial group even though you don't.

LLE is an inclusive organisation and accepts students from all backgrounds, nationalities and regardless of the colour of their skin or their ethnic origin. LLE has a zero-tolerance approach to racism and condemns all racist behaviour.

### **Religion or belief**

You are protected by the Equality act 2010 if you belong to an organised religion or hold religious beliefs including not having any religious beliefs, for example you are an atheist.

An organised religion would include but not be limited to, Christianity, Judaism, Islam, Sikhism, Buddhism, Hinduism, etc.

Religion also means smaller religions or sects like Paganism. Religious belief means the belief in a religion's central articles of faith, for example, within Christianity that Jesus is the Son of God. It also means beliefs that exist within a religion, but are not shared by everybody within that religion.

LLE is an inclusive organisation and accepts students from all religions. LLE is committed to helping students from any religion to observe and practice their faith whilst studying in the UK

**Sex**

Discrimination based on your sex is when you are treated unfairly because you are a man or women. LLE is an inclusive organisation and is committed to providing equal opportunities to both women and men.

**Sexual orientation**

Discrimination because of sexual orientation is when you are treated unfairly because of your sexual orientation. Sexual orientation can also be referred to as sexuality. The Equality Act 2010 states you cannot be discriminated against because you're gay, lesbian, bisexual, or heterosexual.

LLE is an inclusive organisation and accepts all students regardless of their sexuality. LLE does not tolerate homophobia and condemns any form of discrimination.

**Neurodiversity**

LLE is an inclusive organisation and welcomes neurodiverse students. It can include autism, ADHD, Dyslexia, Dyscalculia, Dyspraxia, Dysgraphia and Tourette Syndrome. We treat every individual with respect and do our very best to find an adequate match for their needs. We encourage agents and students to be open about learning difficulties, so we can help them the best way possible. Many of our teachers have experience and training to work with neurodiverse students.

**What do I do If I feel I have been discriminated against?**

If you feel you have been discriminated against at LLE, or if you are unsure if you are being discriminated against please contact the Designated Safeguarding Leads who will be able to advise on the best course of action.

**Name:** Kate Hargreaves**Position:** Designated Safeguarding Lead**Tel:** 0117 9269400 / 07766798679**LLE Emergency:** 0117 9269400/1**Name:** Andrea d'Essen**Position:** Deputy Safeguarding Lead**Tel:** 0117 9269400 / 07534305583**LLE Emergency:** 0117 9269400/1

**You should call the DEPUTY Designated Safeguarding Lead FIRST to report an issue, if they are absent then please ask for the Safeguarding Lead.**