



**LIFEFORTE INTERNATIONAL SCHOOLS**  
**Equal Opportunities, Diversity and Inclusion Policy**  
**2025/2026 Session**

This policy is the responsibility of the Executive Director of Operations and the Head - Pastoral and will be reviewed biennially.

**Commitment**

- Our school values diversity, equity, and inclusion,
- We foster an environment where all students, staff, and visitors feel respected and empowered regardless of nationality, ethnicity, gender, religion, or ability.
- We promote an international outlook while respecting Nigerian cultural contexts.

**Scope and Application**

This policy applies to all students, staff, parents, and visitors interacting with the school. We uphold equal opportunity principles in admissions, employment, education, and activities.

**Aim**

The aim of this policy and the School's ethos as a whole is to:

- Eliminate unlawful discrimination on grounds of gender, ethnicity, religion, disability, or other protected characteristics;
- Promote equality of opportunity for all members of the School community;
- Comply with the provisions promoting equality under the Nigerian Constitution and international regulations.

This policy applies to all students, whether day or boarders. All members of the School community are expected to comply with this policy. The principles of non-discrimination and equality of opportunity also apply to the way in which staff must treat visitors, students, parents, suppliers and former members of staff.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect. Staff should read this policy alongside the Employee Handbook.

**Admissions**

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and admits, all prospective students irrespective of race or religion.

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their performance in the admissions process and/or their ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities or specific needs if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their requirements.

Scholarships are at the discretion/initiative of the school offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of our provision for scholarships can be obtained from the school office.

The School affords all students admitted in line with its ethos and academic philosophy access to educational provision including all benefits, services and facilities.

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination, bullying and harassment;
- Endeavour to meet the needs of all students and staff and ensure that there is no unlawful discrimination on the grounds of any protected characteristics aligned with its ethos;
- Ensure that students with English as an additional language necessary educational and welfare support;
- Monitor the admission and progress of students from different backgrounds;
- Challenge inappropriate discriminatory behaviour by students and staff;
- Offer all students access to all areas of the curriculum and a full range of extra-curricular activities;
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School;
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices;
- Use the curriculum, assemblies and student oriented activities and events to:
  - Promote tolerance of and respect for each other, preparing students to live and work in a multi-ethnic society;
  - Promote positive images and role models to avoid prejudice and raise awareness of related issues.

The School recognizes that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Code of Conduct and Anti-bullying policies for students and the Staff Behaviour Policy and Code of Conduct in the case of staff.

### **Religious belief**

Although the School's religious ethos is based on Christian values and tradition, the School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths or those with no religion or faith subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

The Governing body of Lifeforte International Schools, through the Senior Leadership Team (SLT), actively promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

### **Reasonable adjustments for staff and students with a disability or special needs**

The School has an ongoing duty to make reasonable adjustments for staff and students with a disability or special needs to ensure they do not suffer a substantial disadvantage in comparison with other staff or students.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents or the member of staff about what reasonable adjustments, if any, the School is able to make to avoid them being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of their disability and the resources available to the School.

### **Monitoring and Review**

The Head, along with members of the Senior Leadership Team regularly monitor and review the effectiveness of this policy. The Governors are responsible for promoting, monitoring and maintaining the implementation of this Policy. Any incidents or concerns about equality of opportunity and racial equality should be reported to the CEO

### **Breaches of this policy**

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure and Code of Conduct for both students and staff.

If you believe that you have been the subject of discrimination you can raise the matter informally in accordance with the Anti Bullying Policy (students), or formally through our Grievance Procedure (staff). Complaints will be treated in confidence and investigated as appropriate.