

Equal Opportunities Policy for Lunar Learning

Last Updated: September 2025

Next Update: September 2026



Purpose

At Lunar Learning, we are committed to providing equal opportunities to all students, staff and clients. We aim to create an inclusive environment that is free from discrimination, where everyone has equal access to learning and employment opportunities. We are an inclusive company.

Scope

This policy applies to all aspects of our business, including but not limited to:

- Admission of students
- Recruitment, employment, and promotion of staff
- Delivery of tuition services
- Interactions with clients

Commitment to Equal Opportunities

We believe that all individuals should be treated with fairness, dignity, and respect regardless of their background, beliefs, or identity. We are committed to providing a learning environment that is welcoming to all, and we do not tolerate any form of discrimination, harassment, or victimisation.

4. Areas of Non-Discrimination

We will ensure that no one is discriminated against on the basis of:

- Age
- Disability
- Gender (including gender identity and gender expression)
- Race, ethnicity, or nationality
- Religion or belief
- Sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity
- Any other characteristic protected by law

Equal Access to Education

We are committed to providing equal access to education for all students, regardless of their background. This includes ensuring that:

- Students have access to appropriate resources, teaching materials, and support.
- All students are provided with the opportunity to excel, regardless of their abilities or circumstances.
- We will make reasonable accommodations for students with disabilities or special learning needs to ensure they can fully participate.

Recruitment and Employment Our recruitment and employment practices are designed to attract and retain diverse, qualified staff. We ensure that:

- Job applicants are assessed based on their skills, experience, and qualifications, not on any discriminatory factors.
- Staff receive equal pay for equal work.
- Training and development opportunities are provided to all employees to ensure career progression.

Staff and Student Training

We are committed to educating both staff and students about the importance of diversity and inclusion. This may include:

- Encouraging a culture of mutual respect, understanding, and support among staff and students.

Reporting and Grievances

We have a confidential process for reporting any concerns or grievances related to discrimination or harassment. All complaints will be treated seriously and addressed promptly.

Monitoring and Review

We will regularly monitor the effectiveness of this policy to ensure that it remains up-to-date and continues to reflect best practices in promoting equal opportunities. This includes reviewing feedback from students and staff, as well as ensuring compliance with relevant laws and regulations.

Responsibilities

- **Management:** Responsible for ensuring that the policy is implemented and regularly reviewed.
- **Staff:** Expected to adhere to the policy, report any incidents of discrimination, and promote inclusive practices.
- **Students:** Expected to respect and support the diversity of their peers and participate in creating an inclusive learning environment.

At Lunar Learning, we are dedicated to fostering an educational environment that celebrates diversity and ensures equal opportunities for all. We strive to provide a space where everyone, regardless of background or identity, can succeed and thrive.