



Scarborough College

EQUAL OPPORTUNITIES POLICY

This is a whole College policy, including EYFS and the boarding community.

Scarborough College is committed to securing equality of opportunity through the creation of an environment in which individuals are treated solely on the basis of their relevant merits and abilities.

We discourage all forms of unlawful or unfair discrimination on the grounds of age, race, colour, nationality, ethnic origin, gender, marital status, sexual orientation, trade union membership, disability, political views and religious or similar philosophical beliefs, and aim to ensure equal treatment for all.

In all cases described below it is possible for discrimination to be direct, indirect, or to take the form of harassment or victimisation, which may also include the use of electronic technology.

Disability

Disability is defined in law as 'a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out day-to-day activities, or if not such an impairment, a progressive impairment or a severe disfigurement'.

Scarborough College is aware of and implements the provisions of the SEN & Disability Act 2001, which make it unlawful for a school to discriminate in its:

- a) Admissions arrangements
- b) Conditions or terms of an offer of admission
- c) Refusing or deliberately omitting to accept an application
- d) Provision of education or associated services (to be prescribed)
- e) Exclusion
- f) Treatment of a pupil who assists a disabled person

Accessibility

- The Business Manager and the Health & Safety Officer conduct an audit of premises every three years.
- Bids are made, if appropriate, to the Board of Governors for funds to implement any necessary access initiatives identified during an audit.
- Any other areas of need identified during an audit will be considered as part of the rolling programme of maintenance and development of College premises.

Curriculum

- Strategies for pupil grouping, staff development, training and targeting of funds must not disadvantage disabled pupils.
- Pupils with disabilities may not be pupils with SEN; we will monitor any underachievement of this group.

(All enquiries regarding the implementation of this disability discrimination section of this policy should be referred to the Head.)

Race

We regard to racism, any attitude held by a person or group of one ethnic origin towards an individual or group of different ethnic origin which is offensive, discriminatory or hostile towards the individual or group. We also consider racism to be behaviour, acts or expressions that reflect such attitudes, or any incitement to behaviour of that kind.

The following examples would constitute unacceptable behaviour – the list is not exhaustive:-

- a) Physical assault against a person or group because of colour or ethnicity;
- b) Verbal abuse, derogatory name-calling, insults, threats and racist jokes;
- c) Racist graffiti;
- d) Issuing/wearing of racist materials, e.g. leaflets, magazines, insignia;
- e) Inciting others to behave in a racist manner;
- f) Making racist comments or suggestions in the course of discussions or lessons;
- g) Refusing to co-operate with others because of colour or ethnic origin;
- h) The use of electronic technology to further any of the above abuses.

Gender

We consider sexism to be any attitude held by a person or group of one sex towards an individual or group of the other sex which is offensive, discriminatory or hostile towards the individual or group. We consider sexual harassment to be behaviour, acts or expressions that reflect such attitudes, or an incitement to behaviour of that kind.

The following examples would constitute sexual harassment – the list is not exhaustive:-

- a) Physical abuse against a person or group because of their gender;
- b) Verbal abuse, intimidation, insults, threats;
- c) Using lewd or suggestive vocabulary to cause offence or humiliation;
- d) Reference to an individual's or group's sexuality;
- e) Making sexist comments or suggestions in the course of discussion in lessons;
- f) Refusing to co-operate with others because of their gender;
- g) The use of electronic technology to further any of the above abuses.

Sexual Orientation

We consider it unacceptable to hold or express any attitude towards an individual which is offensive, discriminatory or hostile on the basis of that individual's or group's orientation towards persons of the same sex or opposite sex (namely homosexuals, heterosexuals and bisexuals).

It is also unacceptable to discriminate on the grounds of perceived sexual orientation (that is, assuming – correctly or incorrectly – that someone is homosexual, heterosexual or bisexual), and association (that is, being discriminated against on the grounds of the sexual orientation of those with whom you associate).

Religion or Belief

We consider it unacceptable to hold or express any attitude towards an individual which is offensive, discriminatory or hostile on the basis of that individual's or group's religious belief or similar philosophical belief.

It is also unacceptable to discriminate on the grounds of perceived as well as actual religion or belief.

Further, it is unacceptable to discriminate against individuals or groups on the grounds of the religion or belief of those with whom they associate.

Age

We consider it unacceptable to hold or express any attitude towards an individual which is offensive, discriminatory or hostile on the basis of that individual's age. It is also unacceptable to discriminate on the grounds of perceived as well as actual age.

Providing for Pupils with Particular Religious, Dietary, Language or Cultural Needs

It is the school's policy to do everything possible to support the particular religious, dietary, language or cultural needs of pupils. The need for such provision will, in the main, be identified at the joining stage and will be indicated by parents via the Registration papers sent out by the College Registrar. Any special support needs should be communicated to the school at the earliest opportunity by parents (or pupils), by contacting the following:

- The Headmaster in relation to religious observance.
- The Health Centre in connection with any special dietary needs or medical needs.
- The Assistant Head (Boarding), the Assistant Head (Academic) and/or SENCO as necessary, in relation to any language or cultural needs.

Allegations of discrimination or harassment brought against staff will be dealt with under the terms of the Staff disciplinary procedures.

Allegations brought against pupils will be dealt with under the terms of the Behaviour Policy.

All incidents will be recorded in a distinct electronic file, held by the Head.

This policy is based on the provisions of the Equality Act 2010, to which the College will refer in any relevant situation.

Policy Prepared by:

GUY Emmett
Headmaster

Person Responsible for Updates	Date Last Reviewed	Next Review Due
Guy Emmett	October 2020	October 2023

A copy of this Policy is also stored in the Staff Handbook and by Jackie Hunter for EYFS purposes. All copies should be updated when updating this original.