



Reviewed September 2019

Approved by: Martin Meenagh

Next review date: August 2020

Equal Opportunities Policy

Chelsea Independent College, with regard to the Equality Act 2010, is committed to equality of opportunity for all members of its community. The Equal Opportunities policy aims to ensure that no student, member of staff or visitor is subjected to unfair discrimination. The College will not discriminate unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause. The College will endeavour to create an environment in which students and staff give due respect to other people and their work or ideas.

The pastoral structure, academic organisation and co-curricular provision at CIC are staffed by dedicated teams who can and do monitor individual participation, progress and commitment to all aspects of college life. Thus the educational provision is personalised. This applies equally to day and boarding students within and outside the formalised curriculum structure.

We expect everyone involved throughout Chelsea Independent College to:

- 1) respect and promote equal opportunities for all people
- 2) encourage harmony and understanding in society
- 3) recognise and oppose all forms of prejudice and discrimination
- 4) remove both outward and hidden discrimination
- 5) enable differences to become positive and enriching attributes
- 6) develop each person's skills to the highest possible level
- 7) promote an environment where all can share equally in the opportunities offered
- 8) help students to learn acceptance and tolerance
- 9) enable students to communicate confidently without fear or prejudice

The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

Discrimination after employment may also be unlawful, e.g. refusing to give a reference for a reason related to one of the protected characteristics.

It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, the College has an obligation to think ahead and address any barriers that may impede disabled people from accessing a service. The College's [Accessibility Plan](#) can be found on the College website.

Educational provision

Students are recruited on the basis of their merits, abilities and potential to take advantage of the particular educational provision of the college, which is suited to able and committed young people regardless of background, nationality, race, gender, faith/beliefs. In any review of selection criteria and procedures the College will ensure that consideration is given to equal opportunities issues.

Employment

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential for the particular educational provision of the College. The College will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

Parents/guardians, suppliers and other people not employed by the organisation

The College will not discriminate unlawfully against parents/guardians using or seeking to use facilities or services provided by the College.

Employees should report any bullying or harassment by parents/guardians, suppliers, visitors or others to the principal who will take appropriate action.

Staff responsibilities

All members of staff have a duty to support and uphold the principles of our equal opportunities policy and its supporting policies.

Employees can be held personally liable as well as, or instead of, the College for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the College's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Monitoring and Review

The College is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its students, employees or visitors. The College will also, where suitable, initiate new policies and practices. In meeting these commitments the College will take due account of any duties or obligations imposed by law.

The College will monitor the effectiveness of this policy and its general compliance within the organisation. This policy will be kept up-to-date and amended to take account of legislative changes.

Please refer to our staff [privacy notice](#) for full details about how personal data is collected, used and stored.

Awareness

The College will encourage greater awareness of its aims, policies and procedures in the field of equal opportunities and provide appropriate information and training as required.

The role of governors

In this policy statement the Governing Body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the college community are treated both fairly and equally. The Governing Body will ensure that no-one is unlawfully discriminated against whilst in the college on account of their age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause.

Failure to adhere to the policy

The College will do its utmost to protect students, staff and visitors from discriminatory behaviour by any individual or groups within the institution. Allegations of discriminatory behaviour on the part of students or staff will be dealt with under the relevant policy: Behaviour, Rewards and Sanctions Policy for students, or the Staff Grievance or Staff Disciplinary procedures.