

EQUALITY POLICY

Statement of intent:

LanguageUK opposes all forms of unlawful and unfair discrimination or victimisation. The purpose of this policy is to provide equality and fairness for LanguageUK to create an environment in which all students and staff feel comfortable, at ease, confident and be able to learn and work.

LanguageUK aims to ensure that no staff members receive less favourable treatment, directly or indirectly on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion, beliefs and sexual orientation.

In addition, full account will be taken of any guidance or codes of practice issued by the Equality & Human Rights Commission, any government departments or other statutory bodies.

This policy has been developed with reference to the provisions of the Equality Act 2010.

Our Aim:

Our aim is to create an environment where all decisions are based on merit and staff can give their best in an atmosphere where there is no harassment, discrimination or bullying.

We will employ staff based on their abilities and qualifications without regard to race, colour, ethnicity, religion, age, gender, disability and sexual orientation.

All employees have a duty to respect the school policy and bring to the attention of the management any behaviour that is discriminatory or abusive to other staff members, students and outside contractors/agents.

Disciplinary action will be taken against any employee who commits any act of discrimination, harassment or bullying and serious breaches will be treated as potential gross misconduct which could lead to dismissal.

Criminal procedures could be taken in certain serious cases. All complaints or incidents of this nature reported by a member of staff, student, potential employee or agent/contractor will be dealt with sensitively and a clear plan of action will be discussed.

Our commitment:

- To create an environment in which individual differences and staff contributions are recognised and valued.
- LanguageUK staff and students are entitled to an environment that promotes dignity and respect to all. No intimidation, bullying or harassment will be tolerated.
- LanguageUK staff are readily available in a welfare role to deal with any issues arising.
- Training, development and progression opportunities are available to all staff.
- This policy is fully supported by senior management and is annually monitored and reviewed.
- The LanguageUK director and managers are responsible for this policy's successful implementation.

Policy Statement:

Any form of discrimination, once identified, will be dealt with in accordance with our policies

- Discipline Policy – Adult Courses
- Discipline Policy – Junior Programmes
- Safeguarding Policy
- Radicalisation & Extremism Policy
- Equality Policy
- Bullying & Harassment Policy and Procedure

Religion:

Students of all faiths are welcome at LanguageUK. Information about places of worship in Broadstairs and Faversham is available in our student handbook. Our main school has a designated prayer room for Muslims and accepts the use of classrooms as areas of prayer at appropriate times. LanguageUK Broadstairs has allocated washing prior to prayer. On Fridays, LanguageUK students can leave the last lesson early to travel to the mosque in Margate depending on the time of prayers.

Physical disabilities or illness:

LanguageUK can now offer wheel chair access in Broadstairs and Faversham.

Applications for enrolment for partially-sighted and hard-of-hearing students are judged on a case-by-case basis to evaluate the effectiveness and feasibility of following a course of study with us.

For students in Broadstairs and Faversham with a partial physical disability or illness, suitable accommodation is arranged with an experienced host family and, where possible, within a short distance of the school.

Both on- and off-site social activities are selected to ensure the programme remains as inclusive and risk-free as possible, while also maintaining a suitable level of variety.

Learning difficulties:

LanguageUK operates on an inclusive basis and every effort is made to accommodate students with learning difficulties. If we are aware at enrolment that a potential student has learning difficulties, the school's academic and welfare teams undertake a risk assessment and feasibility study to assess whether we are able to accommodate their needs. Decisions are made on a case-by-case basis.

If a learning difficulty is not declared before a student's arrival, every effort is made to accommodate them. However, we reserve the right to refuse admission or extend enrolment if we judge the student's continued presence to be a high risk to their well-being or that of other students and staff.

Gender:

Women, men and transgender people should not be treated unfairly because of their gender, whether they are single, married or are raising a family.

Sexual orientation:

Gay, lesbian, bisexual or straight students should not be put at a disadvantage because of their sexuality.

Please contact a member of staff or the student welfare officer immediately if you have a complaint in terms of equality and discrimination or any other matter.

Staff training is given to help identify relevant cases and classroom strategies are proposed for dealing with them. In all cases, regular meetings are held to help ensure students' continued well-being.

Policy: October 2015

Reviewed: October 2016

Next review: 2017

Revised September 2017

Reviewed October 2018

Next review October 2019

