

ABBNEY
COLLEGE
CAMBRIDGE

**Equal Opportunities
and Anti-
Discrimination Policy**

2021/2022

ABBNEY COLLEGE CAMBRIDGE

Equal Opportunities and Anti-Discrimination Policy

Abbey College Cambridge

SLT Responsible for this Policy: Carolyn Dunn, Vice Principal (Pastoral)

Telephone: 01223 578280

Email: Carolyn.Dunn@abbeycambridge.co.uk

This policy is reviewed on an annual basis		
Annual Policy reviewed by:	Carolyn Dunn	June 2021
Approved by SLT and Published:		June 2021
Next Review:		June 2022

This policy has been approved by SLT and adopted on behalf of the Governors, and is addressed to all members of staff and volunteers and is available on the school's portal. It is available to parents on request. It applies wherever staff or volunteers are working, including when this involves being away from the school.

Introduction

Abbey College Cambridge is committed to the promotion of equal opportunities. We value and encourage diversity and strive to create an inclusive working and learning environment for all staff and students. Abbey College Cambridge opposes all forms of irrelevant and unlawful discrimination.

ACC is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). This applies to all students (National Minimum Standards for Boarding Schools (2015), Standard 16), parents and staff members and includes inappropriate discrimination on the grounds of:

- gender
- sexual orientation
- gender re-assignment
- age
- religion or belief
- physical ability or disability (including HIV status)
- learning ability and other special educational needs or academic or sporting ability
- race (including colour, nationality, ethnicity, family, cultural or linguistic background)
- marital status and civil partnership
- trade union membership
- part-time and fixed-term working
- pregnancy and maternity.

It is the responsibility of all staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct reflects this responsibility at all times.

Equality means:

- providing fairness and equality of opportunity.
- recognising that everyone is different and that we must respect these differences.
- challenging discrimination.

so that we demonstrate our commitments to equality and don't exclude people or make them feel isolated.

Aims

Abbey College Cambridge aims to provide education of excellent quality for students regardless of background. Staff will help achieve this by:

- Giving all students equal opportunities in all activities.
- Challenging stereotypes and what are perceived to be stereotypical activities
- Helping all students achieve their full academic potential.
- Ensuring clarity of principles and procedures.
- Developing environments within the school and boarding community where everyone feels valued and respected.
- Within the level of resources available in our school, provide services that are available to all students and which are sensitive to different groups, cultures and backgrounds.
- Continually improving all that we do based on equality.
- Listen, respond and work together with our students, their families, staff and where necessary outside agencies.
- Having due regard to relevant legislation.
- Regularly reviewing the terms of this policy.

Senior leaders are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students.

These measures include:

- identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups;
- monitoring differences in students' attitudes to work and towards each other, with a view to identifying any significant patterns;
- addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents;
- ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met; and that students make progress in line with expectations.

- providing staff training to raise awareness of differences in need and to promote strategies to raise achievement in all students
- creating an environment which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

Equality of Opportunities

In this policy, the term “parents” means all those having parental responsibility for a child.

Where students have physical and/or learning disabilities, the school will ensure that:

- whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled students can gain access to the curriculum.
- the school works effectively with local services and agencies, providing coherent support.

With regard to gender, the school will ensure that:

- guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities.
- gender issues are considered when preparing for, and following up, work experience.
- account is taken of positive role models when inviting speakers and representatives into the school and in the promotion of specific initiatives.

With regard to Ethnic Groups the school will ensure that:

- home - school links are made to involve parents directly in the work of the school
- linguistic diversity is positively recognized.
- cultural diversity and recognition is represented across all areas of the college
- it will endeavour to provide interpretation and translation services
- provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information.
- students’ names are accurately recorded and correctly pronounced.
- Students are encouraged to accept and respect names from cultures other than their own.

Response to discrimination

All forms of discrimination by any person within the school will be treated seriously. A record of incidents is maintained, whether they take place in the school grounds, boarding houses, corridors or teaching areas.

It will always be made clear to offending individuals that such behaviour is unacceptable. Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in the school.

The display of such materials is regarded as discriminatory behaviour. Discriminatory behaviour of any kind will lead to the involvement of parents and appropriate sanctions will be given.

Student Admissions

Abbey College Cambridge accepts applications from, and admits all prospective students irrespective of any 'protected characteristic', disability or special educational need and will not discriminate on these grounds when deciding whether to make an offer of a place. The College will treat every application in a fair and open-minded way.

Every application will be considered on its merits within the College's criteria for selection i.e. the student's ability and aptitude, this will not be done as a way of excluding students with any protected characteristic or special educational needs.

Staff Recruitment

Under-represented groups will be encouraged to apply for training and employment opportunities within the school. Recruitment to all jobs will be strictly on merit.

Wherever necessary, use will be made of lawful exemption to recruit suitably qualified people to cater for the special needs of particular groups.

Efforts will be made to identify and remove unnecessary and unjustifiable barriers and to provide appropriate facilities and conditions of service to meet the needs of under-represented groups.

All vacancy advertisements will include a short statement on equal opportunities.

Senior Leaders and HR will put in place arrangements to determine which vacancies must be advertised both internally and externally.

Measures will be taken to ensure that knowledge of vacancies reaches underrepresented groups internally and, where appropriate, externally.

Staff Selection

Selection criteria, including job descriptions and post holder specifications, will be kept under review to ensure that they are considered as permissible on non-discriminatory grounds as being essential for the effective performance of the shortlisting and the selection interview. Reasons for selection and rejection of applicants for vacancies will be recorded.

Personnel Records

Employees are able to check and correct their own records of personal details. Otherwise, access to personal records is restricted in accordance with the provisions of the Data Protection Act.

Linked documents

- Admissions policy
- Anti-bullying policy
- Disability Accessibility Policy
- Safeguarding Policy
- Fundamental British Values Policy
- Reflection and Worship Policy
- SEND policy
- APG Recruitment Policy