

Kings International College for Business & the Arts

Equal Opportunities Policy

Kings International College is committed to promoting understanding of the principles and practices of equality and justice. This policy reflects our belief in cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our vision that, through our curriculum, we will prepare our students for participation in our multi-cultural society. It furthers our aim to promote equality and to eliminate any form of racial discrimination & prejudice. The College complies with The Equality Act 2010 in protecting students and staff from discrimination and harassment based on the following 'protected characteristics' disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender, sexual orientation, marital or civil partnership status. Every member of Kings is regarded as of equal worth and importance, irrespective of his/her colour, creed, culture, class, origin, race, gender, sexual orientation, disability and/or ability. Using the whole College approach we will ensure that we do not inadvertently discriminate. We will achieve this by planning opportunities within the curriculum for promoting good race relations, equal opportunities and dealing with racist incidents effectively.

Aims

Policy into Practice

- To ensure that students and staff recognise that discrimination on the basis of colour, creed, culture, class, origin, race, gender, sexuality, disability or ability is not acceptable.
- To provide an environment in which all students and staff are safe enough to express and question views.
- To ensure that all staff feel valued and supported and have appropriate advice and encouragement for professional development.
- To ensure the principles and practice of equal opportunities applies to all members of the College community: students; teaching and support staff; parents; governors and visitors.
- Equal Opportunities practices should be evident in
 - a) the formal curriculum (the programme of lessons)
 - b) the informal curriculum (extra-curricular activities); and
 - c) The 'hidden' curriculum (the ethos of the College, the quality of personal relationships etc.).
- To educate, develop and prepare all our students for life whatever their sex, colour, origin, culture or ability.
- To ensure that students and teachers contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals.

Expectation

The Executive Principal will ensure that:

- The College promotes positive attitudes to ethnic & cultural diversity, equal opportunities & challenges racism.
- The College recognises the importance of language to a person's sense of identity and belonging.
- Appropriate methods of communication are used to enable all staff, students, parents and governors to understand their rights & responsibilities in relation to race equality and equal opportunities.
- All staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping.
- The College does not discriminate against any student who has applied for admission.

- Data is collected and analysed to identify trends and issues in the performance of 'vulnerable' groups.
- All discriminatory incidents are investigated and recorded for future monitoring and reporting.
- The College has clear procedures for dealing with perpetrators of racist incident.
- Reasonable adjustments are made to overcome any disadvantages that students may have.

All Staff are expected to:

- Actively and positively promote racial equality and equal opportunities.
- Avoid any form of discrimination
- Follow the guidelines for dealing with perpetrators of discriminatory incidents and secure appropriate support for the victims.
- Address discriminatory incidents that are reported to them following agreed procedures stated in the College Behaviour and Anti-Bullying Policies.

Parents should be made aware of the Equal Opportunities Policy through The Prospectus and home/College agreement.

We expect all members of the College community to be committed to this policy and that visitors will comply with it. We accept responsibility for ensuring that this policy is implemented in every aspect of College life. If there is a breach of the policy, the College will take appropriate action. This may include the following:

In the case of **students** breaching the policy:

- staff dealing with the incident will complete a racist incident report form
- the perpetrator will be dealt with in accordance with the behaviour policy
- the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.

In the case of **parents, visitors or contactors** breaching the policy:

- they will be reminded of the College's commitment to equality and asked to desist
- further incidents may lead to individuals being requested to leave College premises

Arrangements for monitoring and evaluation

The governing body will monitor the pattern and frequency of incidents and will annually publish the results of the analysis.

The Governing body should also analyse and evaluate data on student achievement, attendance and exclusion to satisfy itself that all students are achieving to their potential. It should also monitor information on staff appointments and complaints.