

Student Equal Opportunities (Equality) Policy

1. Purpose of the Policy

The purpose of this policy is to demonstrate the company's commitment to equality of opportunity for existing and potential students, and to promoting a study environment free from discrimination on grounds of gender, marital status, family status, race, religious beliefs, sexual orientation, disability, age or membership of the travelling community, in accordance with the relevant legislation.

2. Policy

The Company is committed to equality of opportunity, and decisions and policies and all associated documentation, will reflect the Company's commitment to this Policy.

The company will not tolerate discrimination on any of the following grounds:- Gender, marital status, family status, race, religious beliefs, sexual orientations, disability, age or membership of the travelling community.

3. Guidelines

It is the responsibility of every student to support the Equal Opportunities Policy and communicate it. All students are expected to comply with this Policy, and are assured by the company that any Students who wishes to raise concerns or make a complaint in relation to the operation of the Policy may do so without fear of reprisal. Students wishing to make a complaint in this regard should refer themselves to either the Grievance Procedure, Harassment/Bullying Prevention Policy whichever is appropriate in the circumstances. Students should rest assured that all members of staff of The English Academy are contracted to adhere to the policy.

It is considered a breach of policy and a disciplinary offence for any student to attempt to

engage in any form of discrimination in contravention of the Equal Opportunities Policy.

4. Discrimination

The Equality Acts, 1998-2004 outlaw discrimination on nine distinct grounds ó gender, marital status, family status, race, religion, sexual orientations, age, disability, or membership of the traveling community.

Direct discrimination is taken to occur where one person is treated less favourably than another on any of the nine grounds listed above.

Indirect discrimination on gender grounds occurs where an employer sets down a provision which disadvantages a substantially higher proportion of one gender and cannot be justified by objective factors unrelated to their gender.

On non-gender grounds, indirect discrimination occurs where a student sets down a provision that operates to the disadvantage of one of the eight grounds covered, and can only be complied with by a substantially smaller proportion of that group and cannot be justified as being reasonable.

5. Review

Management is responsible for the review of above Policy to ensure that the company actively promotes equality of opportunity the School. The company will ensure that all staff members involved in making student related decisions will be provided with training and guidance to ensure that they understand the company policy and legal requirements.