



## EQUALITIES POLICY

**APPROVED BY:** Nathan Santangelo-Barber

**LAST UPDATED:** 12/01/2024

**NEXT REVIEW DUE:** 11/01/2025

**RESPONSIBILITY FOR REVIEW:** Nathan Santangelo-Barber

### **STATEMENT OF INTENT:**

Cavendish School of English is committed to providing an environment in which all students and staff feel comfortable, confident and able to learn and work. All students are directed to read the Cavendish School of English Policies and Procedures and Student Code of Conduct.

### **THE PURPOSE OF THIS POLICY:**

This policy sets out Cavendish School of English's commitment to equality and diversity. Cavendish School does not tolerate any form of discrimination in relation to

- Race
- Sex
- Disability
- Sexual Orientation
- Religion or belief
- Age
- Gender Reassignment
- Marriage and Civil Partnerships
- Pregnancy and maternity
- Trade union membership

Any form of discrimination, where identified, will be dealt with in accordance with our Student Behaviour Policy and Disciplinary Policy and Staff Grievance and Disciplinary Procedures. This policy, in particular, outlines how we manage students from different faiths and students with special educational requirements and identified medical conditions.

## **THIS POLICY SUPPORTS THE FOLLOWING POLICIES AND GUIDANCE:**

- Please refer to our Safeguarding policy for how we specifically protect students under the age of 18.
- Student Behaviour
- Code of Conduct
- Health & Safety

### Religion:

Students from other faiths:

- The school does not discriminate against any religion. Where feasible, the school endeavours to assist students in following their individual needs for worship and prayer, within the context of school life.

### Christians:

- Christian students and staff have Catholic, Orthodox and a number of Protestant churches, including Church of England, at their disposal for Sunday worship if their programme allows. Christians of any denomination are welcome at local churches (Church of England).

### Muslims:

- Muslim students are free from midday Friday to attend prayer at the Islamic Centre in Bournemouth if their programme allows. They are expected to return to their programme immediately after prayers. During Ramadan, apart from Friday, Muslims will not be released. However, when possible, a classroom will be converted into a prayer room.

### Other Religions:

- Followers of other religions are permitted time off for essential prayer and festivals but must return to lessons or the programme immediately afterwards.

### Staff:

- Time off is viewed as holiday taken.

### Students with special educational requirements:

Cavendish School of English operates on an inclusive basis and where possible will make reasonable changes and considerations in order to accommodate students' special educational requirements including learning difficulties, physical disabilities and/or mobility problems.

Our DSL takes responsibility for conducting a risk assessment in the event of an application from a learner with special educational needs and in liaising with other staff in making reasonable adjustments if possible.

### The type of actions we take:

- Accommodation team to place student as close to school as possible with due consideration to the student need
- Accommodation team to arrange an interview during the first week of their stay and arrange subsequent meetings as agreed with the student if over 18
- Academic team will, where possible, ensure that classes be timetabled to ensure that the classroom is easily accessible for the student
- Additional consideration will be given with respect to risk assessment in activities and other social activities to ensure that these remain as inclusive and risk free as possible
- Identified Medical Condition: Where Cavendish School has been made aware or becomes aware of a student with an existing medical condition:
- Accommodation will be selected with due consideration to that medical condition
- The Accommodation team will inform the homestay provider and Director of Studies and advise of any consideration they may need to make
- Depending on the condition the Accommodation team may choose to conduct regular meetings with the student to ensure continued welfare.