

United Learning Equal Opportunities Policy

Policy Statement

United Learning is totally committed to developing and maintaining an environment in which each individual has complete equality of opportunities, and to avoid all forms of discrimination as set out in the UK Equality Act (2010, with 2015 amendments). This applies to employees and pupils (including boarders and those in an EYFS setting), parents, staff members and volunteers and includes discrimination on the grounds of: age; religion or belief; physical ability or disability (including HIV status); learning ability or difficulty; race (including colour, nationality, ethnicity, family or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity.

In line with this, United Learning seeks to ensure that all members of their school communities, including those who are disabled or have Special Educational Needs, are included, valued and supported. The care provided by our schools is sensitive to the different needs of individual pupils. All our schools embrace positive attitudes to diversity and difference – not only so that every person is included and not disadvantaged, but also so that children learn from the earliest age to value diversity in others and grow up making a positive contribution to society.

Each of our schools is required to have its own Equal Opportunities policy and procedures which set out clearly how the school seeks to ensure equality of opportunity for all. Our schools understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate. We are also committed to working with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition.

This policy is applicable to all members of the United Learning community and is available to all interested parties on the Hub. This document is reviewed annually or as events or legislation requires.

Procedure

Each United Learning school is responsible for ensuring that there is a school based policy statement and a set of procedures which make clear how the school effectively implements this United Learning policy in their local context and meets relevant regulatory requirements.

Owner	Southern Secondary Improvement Team
Department responsible	Southern Secondary Improvement Team
United Learning Independent Schools/Academies/Both	
Reviewed	Every 4 years
Date Authorised	February 2017
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