



**Bosworth
Independent
College**

Equal Opportunities Policy

Reviewed	August 2021
Next Review Date	August 2022
Lead for Review	Principal

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Aims

Bosworth Independent College will have regard to the provisions of the Equalities Act 2010. As a provider of education and pastoral support to students from a wide variety of different cultural backgrounds and as a local employer of teaching and other staff from an ethnically diverse community, Bosworth Independent College believes that it has a responsibility to commit itself to a policy of equal opportunities and to make this commitment a matter of public record.

The College is resolutely opposed to any form of discrimination, including that based upon age, gender, colour, ethnicity, race, religion, disability, sexual orientation, associative or perceptive discrimination. The College believes that part of its educational responsibility consists of identifying and challenging prejudice against all or any of the aforementioned groups and in actively combating any discriminatory practices arising from any such prejudice.

The College will aspire to bring students into contact with others students' cultures through informal social gatherings, organised social and sporting activities, debates, and other activities in which students from both overseas cultures and ethnic minority cultures within the UK have full opportunity to contribute and demonstrate aspects of their own traditions to receptive and interested audiences.

Adaptations

The College will treat requests for time away from studies on the occasions of religious festivals (e.g. Diwali, Ramadan, Chinese New Year, Hanukah, Christmas) sympathetically and make every attempt to ensure that any particular dietary needs which arise through religious or cultural needs (e.g. Halal or Kosher meat, vegetarian diets) are fully catered for in its provision.

The College will seek to make appropriate facilities available to disabled staff and students as required and will apply its rules and procedures sympathetically, making allowance for any special needs that disabled students or staff may have, as far as possible in our historic buildings.

Intolerance

The College will not tolerate racist or sexist behaviour, whether the latter assumes the form of overt verbal or physical bullying, gross insensitivity to alternative cultures and lifestyles, a lack of respect towards different traditions, crude or offensive jokes or casual remarks or a disrespectful attitude towards students from other cultures whose English language skills may not be comparable to those of native speakers. It will deal with the foregoing in ways appropriate to the circumstances in which the particular matters arise; it will regard any serious manifestations of prejudice as disciplinary matters and, when appropriate, take sanctions accordingly. In some cases, such sanctions could take the form of suspension or expulsion of a student and dismissal of a member of staff.

Student Backgrounds

The College positively welcomes applications from both overseas and ethnic minority students and prospective members of staff. Under no circumstances will the cultural origins of a prospective student or member of staff put that person at an unfair disadvantage in relation to applications received from UK-white applicants.

The College is proud of its record in creating, sustaining and developing a friendly, family-like atmosphere encouraging academic excellence, social development and personal fulfilment among students and staff from a wide variety of backgrounds. It will under no circumstances consider treating any application less than sympathetically because of the possible adverse implications the acceptance of any such application might have for other prospective applicants not accustomed or sympathetic to an eclectic admissions policy.

Treating Students as Individuals

In seeking to familiarise overseas students with British culture as part of their induction, the College will under no circumstances discourage students from retaining and expressing elements from their own culture so long as these are inoffensive, lawful and in keeping with Fundamental British Values.

Central to the College's philosophy is the belief in an individual's right to privacy, and while every encouragement is given to students and to staff to play a full part in the wider community to which they belong, a considerable onus of choice is left with the individual.

In addition to considering students and staff as members of wider groups, the College will also seek to treat them as individuals, allowing full expression of their personal feelings and experiences in positive ways conducive to a relaxed, adult and congenial atmosphere for all.

The College will make available facilities for male students to speak to male staff and female students to speak to female staff about problems that may require or derive benefit from a same gender consideration and/or response.

Review

The College will keep its policies and procedures under regular review and will seek to develop its practices in the foregoing areas with a view to improving the facilities it provides, and it will seek to learn positively from any initiatives in the challenging and combating of prejudice and consideration at a local, national and international level.