

Equality Policy

YES will make sure that all learners are treated fairly and equally.

The School will aim to provide an environment learners where there is no harassment, bullying or discrimination.

All learners enrolled will be on the basis of their ability, not based on their race, gender, disability, colour, religion, ethnicity or sexual orientation.

Any discrimination or abuse to learners or should be reported to the School's management. All learners and employees ought to respect this policy.

Action will be taken if an employee or learner decides to commit an act of discrimination, harassment or bullying within the School. Such an act will be treated as potential gross misconduct, which could lead to dismissal. Criminal procedures could be taken in certain serious cases.

All complaints or incidents of this kind, reported by a member of staff, learner, potential employee or agent/contractor, will be dealt with sympathetically and a clear plan of action will be discussed and implemented.

Duty of Care

Duty of care exists where one individual's actions or in-actions could reasonably be expected to affect another person. The purpose of such procedure and adherence to them is to safeguard and promote students' welfare and also to protect and support staff at all levels of the organisation from litigation, even though such an event is likely to be rare.

Conditions

For staff working with potentially vulnerable students, it is important to understand when duty of care applies and what needs to be done to meet duty of care responsibilities. Issues to be considered when determining whether there has been a breach of the duty of care owed, include:

- The personal circumstances of the individual student
- The scale of the risk
- The degree of probability of its occurrence
- The difficulty and reasonableness/proportionality of taking any alleviating action
- Any other conflicting responsibilities which the school might have

Legal Dimensions

These include:

- Occupiers Liability Act 1957
- Health and Safety at Work Act 1974
- Health & Safety Offences Act 2008
- The Sex Discrimination Act 1975
- Sex Discrimination Act 1975 (Amendment) Regulations 2008

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Fakhara Rehman, Principal

- Supply of Goods and Services Act 1982
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Data Protection Act 1998
- Race Relations Act 1976
- The Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976 (Amendment) Regulations 2003
- The Corporate Manslaughter and Corporate Homicide Act 2007
- Safeguarding Vulnerable Groups Act 2006
- Employment Equality (Age) Regulations 2006
- Disability Discrimination Act 2005
- Equality Act 2006
- The Equality Act 2010

It is the responsibility of the school to ensure that clear procedures are in place to enable staff to work within the legal requirements of the above Acts.

Specific Groups/Categories of Students

It is recognised that the school may owe an enhanced standard of care to particular groups of potentially vulnerable students, these include:

- Under 18 year olds
- International students
- Students with mental health issues
- Disabled students and those with medical conditions
- Minority groups who may be particularly vulnerable to harassment, including ethnic, racial or religious groups, gay, lesbian or bisexual students, trans-sexual or transgender students
- Students undertaking work experience
- Students participating in voluntary activity which has been organised by the school

Other situations/circumstances which may require an enhanced standard of care:

- Exchange programmes
- Writing references for students
- Student volunteer activities