

Newcastle International School of English

Equality and Diversity Policy

1 Policy Statement

Newcastle International School of English values and recognises the social and cultural diversity in which it operates and seeks to promote equality, and respect the dignity of all staff and those individuals to whom it provides services. The School aims to provide conditions which encourage everyone to participate in learning and actively combat harassment.

Newcastle International School of English has a fundamental belief in the right of everyone to be treated with dignity and respect, regardless of:

- age
- disability/learning difficulties
- ethnic origin
- gender
- marital/civil partnership status or domestic responsibilities
- religion or belief
- sexual orientation
- socio-economic background
- transgender
- health(including mental health)

Scope

The Equality and Diversity policy covers all members of our school Community.

Legislation

The policy affirms its commitment to the current, and any subsequently enacted legislation governing equality, in particular:

- The Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Equal Pay Acts 1970 and 1983
- Disability Discrimination Act 1995 and 2005
- Data Protection Act 1998
- Human Rights Act 1998

- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Discrimination Act 2001
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Equality Act 2006
- Equality Act (Sexual Orientation) Regulations 2007

Responsibilities

Everyone has a responsibility to give full and active support for the policy by ensuring:

- 1.1 The policy is known, understood and implemented
- 1.2 Their behaviour at all times takes into account the sensibilities of others
- 1.3 Everyone is treated with respect and dignity
- 1.4 Behaviour not in accord with the equality policy is challenged

All teaching staff are responsible for:

- 1.5 Promotion of equal opportunities on their courses and through relations with students, staff and members of the wider community
- 1.6 Making sure the curriculum covers different aspects of cultural differences and deals with possible problems of discrimination making students understand and value diversity
- 1.7 Ensuring that materials used in teaching are relevant and accessible to a diverse range of student, which also meets their specific needs and are free from sexist, racist and other discriminatory assumptions

Actions to Implement and Develop Policy

An Action Plan will be prepared each year by the Head of Administration and submitted to the Operations Director for approval. The Action Plan will include specific targets to be achieved and take account of:

Newcastle International School of English's goals and targets

- 1.8 Legislative requirements
- 1.9 Issues raised by staff and students
- 1.10 The needs of the community in which the school is based
- 1.11 Positive action to achieve a continuing increase in standards

Monitoring and Evaluation

Newcastle International School of English will monitor and evaluate achievement in respect of equal opportunities by taking the following actions:

- 1.12 Gathering statistics about staff and students, analysing the statistics, identify any issues arising and make proposals for specific actions to address any inequalities
- 1.13 Preparing and delivering an agreed Action Plan each year to develop equality
- 1.14 Ensuring marketing, recruitment and selection procedures and training conform to equality requirements
- 1.15 Ensuring curriculum and course design takes account of equality issues
- 1.16 Reporting regularly on equality and diversity to the Operations Director
- 1.17 Keeping staff and students regularly updated in respect of equal opportunities issues
- 1.18 Monitoring progress with improvements to physical access

2 Related Policies

- Race equality policy
- Harassment policy
- Anti bullying policy
- Disability equality policy
- Gender equality policy

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