

Equal Opportunity Policy (duty of care to students)

Introduction

Winsor Education is committed to being an equal opportunities education provider and is committed to equality of opportunity for all members of the Institution. Winsor Education recognises and accepts its responsibilities under the law and opposes unlawful discrimination on the basis of the following "protected characteristics":

- gender;
- marital or civil partnership status;
- pregnancy and maternity;
- any gender reassignment;
- race;
- disability;
- sex and sexual orientation;
- religion or belief (including lack of religion or belief);
- age

The Institution also opposes all bullying and discrimination on the basis that a person has a special educational need or learning difficulty, or because English is an additional language.

The College aims to ensure that all policies and practices conform to the principle of equal opportunities and that Winsor Education complies with its obligations under the Equality Act 2010.

The Institution will tackle inappropriate attitudes and practices through staff leading by example, through the supportive institution culture and through the Institution's policies.

Policy aims: Through the operation of this policy we aim to:

- communicate the commitment of Winsor Education to the promotion of equal opportunities;
- promote equal treatment within the Institution for all members (including student admissions);
- create and maintain an open and supportive environment which is free from discrimination;
- foster mutual tolerance and positive attitudes so that everyone can feel valued within the Institution ;
- be alert to the early signs of needs that could lead to later difficulties, and respond as appropriate;
- remove or help to overcome barriers for students where they already exist;
- ensure that there is no unlawful discrimination on the grounds of any protected characteristic listed at paragraph above;
- make it clear that, and ensure, that all discriminatory words, behaviour and images are treated as unacceptable;
- take reasonable steps to avoid putting disabled people at a substantial disadvantage (the 'reasonable adjustments' duty)