



MARLBOROUGH COLLEGE

Equal Opportunities Policy

Policy Aims

Marlborough College is an equal opportunities school. We value all pupils equally and aim to provide an environment in which all can achieve their full potential, regardless of race, ethnicity, colour, religion, gender or disability. We regard it as unacceptable to discriminate against anyone on these grounds.

The College is a Church of England foundation that welcomes the contributions that members of all denominations and faiths make to the whole community. The Council and all staff are committed to meeting the specific needs of each pupil and acknowledge and value all linguistic, religious, gender, ethnic and cultural backgrounds.

Specific Areas

Admissions: The College admissions criteria are objective and are consistently applied. They focus on the prospective pupils' academic and all round potential and his/her school record. Race, gender and disability are not part of the criteria applied.

Discipline: Any pupil, or group of pupils, who discriminates against or harasses any other pupil or member of staff, either verbally, by action or by any other means, on unacceptable grounds, will be subject to the College disciplinary procedures. Such behaviour could result in the pupil being asked to leave the College.

Harassment & Other Difficulties:

Any pupil or his/her parent on his/her behalf who feels that they have been singled out for unfair treatment or otherwise harassed on unacceptable grounds should raise the matter with his/her HM or other senior member of staff;

Any such report will be fully investigated by the HM or other senior member of staff and, if it appears that unacceptable discrimination or harassment of any type has occurred, the Master will be informed and disciplinary measures will be taken.

Conclusion

All staff are aware of, and sensitive to, issues of discrimination and will at all appropriate times promote awareness of the negative aspects of stereotyping and the development of unacceptable discriminatory attitudes.

Author: Master

Where found: College Website, Parents' Handbook

Policy Date: Michaelmas 2018

Policy Review: Michaelmas 2020