



MARLBOROUGH COLLEGE

Equal Opportunities Policy

Policy Aims

Marlborough College is an equal opportunities school and complies with the Equality Act 2010. We value all pupils equally and aim to provide an environment in which all can achieve their full potential, regardless of race, ethnicity, religion or belief, gender, gender reassignment, sexual orientation, disability and age. 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 meet the specific needs of each pupil, to respond to changing needs, and to 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 pupil's academic and all-round potential and his/her school record. Race, gender and disability are not part of the criteria applied.

Education: All members of staff share a responsibility for creating an educational environment that does not undermine the Fundamental British Values (FBVs) of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs, and which promotes the Spiritual, Moral, Social and Cultural (SMSC) development of pupils.

The College fosters an atmosphere that shows dignity for, respect of, tolerance towards, and an appreciation of diversity in all pupils, staff and members of the wider community. Interaction should nurture an atmosphere free from ageism, racism, religious intolerance, sexism, homophobia, harassment, discrimination against those with disabling conditions, or discrimination based upon an individual's political views or beliefs. Pupils, parents and staff are made aware of this policy.

Excellent teaching should involve discussion and debate. During such times, staff must be mindful to present non-partisan views. Staff should encourage pupils to feel free to express themselves in ways that promote openness within a diverse society but also be clear that views expressed must not undermine the Fundamental British Values outlined above.

Pupils should be expected and encouraged to show mutual respect and tolerance of those with different faiths and beliefs, have due regard for the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and to foster a sense of responsibility to help create an environment that supports the values of the College and British Society.

Discipline: Any pupil, or group of pupils, who discriminate against or harass any other pupil or member of staff, either verbally, by action or by any other means, will be subject to the College's disciplinary procedures. Such behaviour could ultimately result in the pupil being required 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 should raise the matter with his/her Housemaster/Housemistress (HM) or other senior member of staff.

Any such report will be fully investigated and, if it appears that discrimination or harassment, including bullying of any type has occurred, the Master will be informed and disciplinary measures will be taken. Pupils and parents should also be aware of the Anti-Bullying Policy in this respect.

Conclusion

All staff are aware of, and are 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.

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