

# Equal Opportunities Policy 2024-2025

Date: September 2024

Review Date: **September 2025**

Policy Contact: Mr William Yates, Senior Deputy Head

## **Equal Opportunities Policy**

### **Introduction and Aim**

1. The aim of this policy is to affirm the commitment of all members of the Seaford College community to give due regard to the Equality Act (2010) in maintaining a living and working environment that is free from prejudice and discrimination. Seaford College will ensure that Equality and Diversity is embedded in all aspects of the working, learning and living environment of all its students and staff.

### **Equality and Diversity**

2. Seaford College is an inclusive community that actively promotes equal opportunities for all students and staff regardless of gender, race, religion, sexual orientation, gender reassignment, pregnancy (or maternity), disability or any other protected characteristic.

3. Seaford College welcomes and promotes the diversity of its students and staff. The wide range of cultural, racial, socio-economic and religious backgrounds enriches the College community and helps to promote tolerance of others and their beliefs.

### **Responsibilities**

4. The successful promotion and implementation of the Equal Opportunities Policy requires clear understanding and commitment throughout the College.

5. All staff and students have a responsibility to promote good practice with regard to the aims above and conduct themselves accordingly.

6. The Headmaster, Senior Deputy Head and the HR Manager have overall responsibility for ensuring the consistent application of the policy and promotion of good practice in relation to Diversity and Equality matters.

7. No. 46 and the Pastoral Team have a significant role in promoting these values. The College encourages training in these matters, as appropriate, to ensure that staff are aware of their individual role in promoting an inclusive community.

8. Allegations of discrimination will be managed under the appropriate student or staff policies, for example the Anti-Bullying Policy, the Discipline and Grievance Procedure and other employment policies managed by the HR Department.

### **Religion**

9. The College promotes tolerance and is happy to welcome staff and students of all religions or who have no faith at all. Students wishing to worship or observe religious festivals in their faith are encouraged to do so and the College will make reasonable adjustments to cater for specific dietary requirements.

10. All staff and students, however, are expected to attend whole College services, for example the College Carol Service.

11. The College has an active and effective religious education programme which encourages students to learn more about, understand and develop respect for other faiths and cultures. Students are also encouraged to develop tolerances towards other races, other people and other religions.

12. It should be noted though that whatever the customs of their own culture or religion, students are expected to wear their uniform correctly.

### **Race and Ethnicity**

13. The College aims to ensure that staff and students at Seaford College are tolerant of each other regardless of race, creed, gender, socio-economic background or personal idiosyncrasies.

14. Individuality, originality and creativity are to be respected, while different ideas, cultures and attitudes should be seen as enriching life at the College.

### **Sexuality and Gender Identity**

15. The College aims to ensure that staff and students are both tolerant and supportive of each other regardless of sexuality and gender identity.

16. The College will, via the No. 46 and other pastoral mechanisms support and help any students and/or staff who are considering their sexuality and/or gender identity. No. 46 will also be able to signpost students and/or staff to more specialist help, if this is required.