



ST. ANDREW'S
COLLEGE
Cambridge

COLLEGE POLICY DOCUMENT

EQUAL OPPORTUNITIES POLICY

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Introduction

St. Andrew's College Cambridge (STAN) has high expectations of its students and employees and its policies and procedures are designed to ensure that all members of the college community are treated with respect and that consideration is given to rewards, workload and working conditions.

Policy

STAN is an equal opportunity College.

In relation to employees, it treats all applicants and members of staff (teaching and non-teaching), in the same way regardless of their marital status, gender, sexual orientation, age, colour, religion, ethnic or national origin. Where a disabled person applies for a post or a member of staff becomes disabled, the school will make reasonable adjustments to remove the disadvantages faced by the disabled person. There will be no discrimination, positive or negative: persons appointed can be reassured that they were the applicants who best met the job specification. Sexual, racial or disability harassment is not only unlawful discrimination but also improper and inappropriate behaviour. It is school policy to provide an environment for all who work here free from such indignities.

In relation to pupils the school is committed to the principle of equality of opportunity for all students irrespective of gender, sexual orientation, colour, religion, ethnic or national origin.

Wherever possible adjustments will be made to allow disabled students to be accommodated successfully within the school and for them to access the full range of the curriculum. STAN aims to be a community within which everyone feels secure. The college is opposed to bullying, abuse, and harassment of any kind. It makes it clear to pupils that:

- ✚ no one should have to suffer sexist, racist, homophobic or other abuse
- ✚ no one should have to suffer name calling
- ✚ no one should have to fear or suffer physical violence
- ✚ no one should feel victimised in any way
- ✚ it is every pupil's responsibility to ensure that harassment is not tolerated

The Principal, Director and Senior Management Team will be responsible for implementing and monitoring the college policy on Equal Opportunities and all staff and pupils are expected to adhere to it and take appropriate action if it is contravened.

Reviewed:

September 2008, 2009, 2010, 2011, 2012, July 2013, June 2014, July 2015, July 2016 and July 2017.

Next review: August 1st 2018.