

Equalities Policy (BCS)

This policy is intended for all Staff and Learners at Kelmscott School and details their commitment to equal opportunities and anti-discrimination practices

Kelmscott School is committed to seeking equality of opportunity for all, irrespective of race, gender, religion, marital status, sexual orientation, age, class or disability. Kelmscott School actively seeks to demonstrate this commitment by adopting policies, codes of practice and action plans to combat discrimination in any form.

All Staff and students of Kelmscott School are required to reflect their commitment to equality of opportunities and anti-discriminatory practices.

Kelmscott School will promote equality of opportunity for all students and staff by:

- Demonstrating opposition to all forms of discrimination in every aspect of its operations
- Identifying and removing practices and procedures which unfairly discriminate.
- Increasing awareness and positive attitudes at all levels in Kelmscott School towards people experiencing discrimination.
- Creating a welcoming atmosphere for all students, staff and visitors.
- Monitoring all operations to ensure no form of discrimination or harassment is taking place.
- Provision will be made for Learners who require reasonable adjustments to be made by providing suitable assessment locations and technical aids where appropriate. Further details of this can be found in the "*Reasonable Adjustment Policy*"
- Identification and testing of candidates' requirements for access arrangements for BCS Qualifications will be based, where possible, on those Learners already identified and given arrangements under the JCQ regulations.
- The SENCO of Kelmscott School is responsible for the provision of additional support, as identified, in order to help candidates achieve their course aims
- Where complaints relating to issues of inequality cannot be satisfactorily resolved by Kelmscott School, learners have a right to appeal to BCS via the arrangements outlined in the Enquiries and Appeals Policy