



## **Equal Opportunities Policy**

### **Aims:**

- To promote an inclusive culture of equality and diversity that actively values people from all different backgrounds and experiences.
- To ensure that students and prospective students are treated fairly in an environment which is free from any form of discrimination or disadvantage.

### **Scope:**

- This policy applies to all Cranleigh Abu Dhabi students and staff, including any sub-contractors or external providers.

### **Staff Responsibilities:**

- This policy must be implemented as part of all staff and students' day-to-day role, guarding against any form of discrimination and avoiding any action which goes against the spirit of this policy.
- All student-related policies, practices and procedures must be applied impartially and objectively.
- All students must be provided with equality of opportunity to develop and realise their full potential.
- All students must have equal support in gaining their qualification(s).
- All students must have access to the same amount of teaching and learning resources. Students who cannot attend school must have the opportunity to carry on their education through remote learning technology.
- The school must ensure that there are no biased views of students when assessing work.
- Any potential conflicts of interests must be declared at the earliest opportunity. For example, staff should not be involved in any actions or decisions relating to a student's assessment when they have a personal interest in the outcome of that assessment.
- A zero-tolerance approach must be taken to any processes, attitudes or behaviours that amount to any form of unfair treatment, disadvantage or discrimination.
- Any suspected discriminatory acts or practices must be reported in a timely manner.

### **Senior Management Responsibilities:**

- Senior managers must act as overall champions for this policy, ensuring that it is understood and implemented by all staff and students.
- They must also support staff in investigating and resolving any issues or complaints relating to potential discrimination.
- Senior Managers should also take all necessary steps to manage and mitigate the effects of any conflicts of interest which could unfairly advantage, or disadvantage, any students.



**Breaches/Non-Compliance:**

- Cranleigh will not tolerate any behavior from staff or students which breaches equal opportunity.
- Any such breaches will be regarded as misconduct. Depending on the seriousness of the breach, it may be warranted to treat the incident as gross misconduct. This could lead to disciplinary action including dismissal.

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Version: 2

Reviewed by: Sports Leaders Coordinator

Final reviewed by: Senior School Deputy Head

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