EQUAL OPPORTUNITIES POLICY (Incorporating the Accessibility Plan)

Policy Code *OPC/1*	**Authorisation Date** *November 2025*	**Next Review Date** *November 2026*
Enquiries Contact: *support@uk.oneschoolglobal.com*	**Approval Authority** *OSG UK Board*	**Policy Author** *Martyn Pointer, Regional Director of People & Culture*

Associated Documents

- Safeguarding and Child Protection Policy
- Safer Recruitment Policy
- Employment Application Form
- Grievance Policy
- Staff Anti-Bullying and Harassment Policy
- Whistleblowing Policy
- Staff Disciplinary Policy
- Capability Policy
- Absence Management Policy
- Admissions Policy
- Curriculum Documents
- Examination Policy and Handbook
- Learning Support SEND Policy and Handbook
- Ethos and Guiding Principles
- Behaviour Management Policy
- Spiritual, Moral, Social and Cultural Policy including Fundamental British Values
- School Improvement Plan

1. INTRODUCTION/POLICY STATEMENT

1.1. OneSchool Global UK (OSG UK) are firmly committed to equal opportunities, are an equal opportunities employer and will ensure that no person is prevented from taking part in the life of the Campus as a result of any protected characteristic outlined in the Equality Act 2010 and in accordance with the Campus being designated as having a religious character.

1.2. At our Campus, we benefit from diversity of experience in culture, the needs of the individual, the group and the community as a whole.

1.3. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the Campus community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated and to create an environment in which all individuals are able to make best use of their skills, free from discrimination or harassment.

1.4. We aim to empower our students to make informed choices so that they are better prepared for the opportunities, responsibilities and experiences of life within their community. Equality of opportunity cannot be realised without the involvement and commitment of all members of the Campus community and a common understanding of the pivotal role of equal opportunities in the context of the Campus' ethos and values. In particular, the recognition that the role of all staff is crucial in the delivery of the objectives of the policy.

Copyright © 2024 OneSchool Global UK

1.5. Each student, staff member, parent and community member should uphold the Campus values of integrity, care and compassion, respect, responsibility and commitment.

2. PURPOSE

OSG UK Bristol Campus (hereafter 'the Campus') embraces diversity and welcomes differences, celebrates culture, respects the needs of the individual, the group and Campus community as a whole. The Campus aims to create an equal opportunities community in which all adults, children and young people feel valued, thrive and achieve their potential.

The Campus aims to create a working and learning environment free of bullying, harassment, sexual harassment, victimisation and unlawful discrimination, where individual differences and the contributions of all members of its community are recognised and valued.

In line with the Equality Act 2010 and following principles of good practice, the Campus understands equal opportunities to describe an environment in which no child, young person or adult is prevented from taking full part in the life of the Campus. This Policy ensures that the protected characteristics set out in the Equality Act 2010 are inclusive to the culture, policy and practice of this Campus.

3. SCOPE

The Campus takes the responsibility to apply this policy in practice. It has a responsibility to every employee to ensure that equality of opportunity is observed and that there is a moral and legal duty not to discriminate (either directly or indirectly, with intent or unintentionally) against any individual or individuals.

Any form of discrimination is taken seriously by OSG UK. Any act of discrimination by an employee will be regarded as a disciplinary matter and will be dealt with according to the OSG UK Disciplinary Procedure; which could constitute gross misconduct and dismissal.

4. DEFINITIONS

All of the terms defined below constitute discrimination and/or harassment. An act(s) of discrimination or harassment by, or against, an employee is generally unlawful unless there is a specific legal exemption.

Term	Definition
Bullying	Offensive, intimidating, malicious or insulting behaviour, abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.
Child	For the purpose of this policy, this means all students enrolled at the Campus
Direct Discrimination	This is when persons are treated worse than another person or other people because they have a protected characteristic, or someone thinks they have that protected characteristic (known as discrimination by perception), or they are connected to someone with that protected characteristic (known as discrimination by association)
Indirect Discrimination	When there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic, and persons are disadvantaged as part of this group
Protected Characteristics	Groups of persons that fall within the following characteristics are protected against discrimination by equality legislation: age, disability, gender, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation.

Copyright © 2024 OneSchool Global UK

Harassment	Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Unlike bullying, harassment can be an act of behaviour through which there is no clear intent to cause the person to suffer.
Sexual Harassment	Unwanted physical, verbal or non-verbal conduct of a sexual nature which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Unwanted conduct' can cover a wide range of uninvited behaviour and if it has one of these effects it can constitute sexual harassment even if the effect was not intended, even if the conduct was not directed at the affected employee and even if the affected employee does not object to it. Examples include: • making sexual remarks about someone's body, clothing or appearance • making unwelcomed sexual advances e.g. standing too close or the display or sharing of offensive sexual materials, • asking questions about someone's sex life • telling sexually offensive jokes or using crude language • making sexual comments or jokes about someone's sexual orientation • displaying or sharing pornographic or sexual images, or other sexual content • touching someone against their will, for example hugging them • sexual assault or rape • OSG UK recognises that what some people might consider as joking, 'banter' or part of their workplace culture, can still be sexual harassment.
Victimisation	Less favourable treatment of individuals because they submit to, or reject bullying, harassment or sexual harassment or have made a complaint or allegation of harassment or have acted as a witness or informant in connection with an incident or allegation of harassment.

5. POLICY STATEMENT

5.1. POLICY AIMS AND OBJECTIVES

5.1.1. The Trustees and Campus leadership teams, through their adopted Equal Opportunities Policy, aims to:

- Carry out their legal duty in complying with the relevant legislation (including The Equality Act 2010);
- Reinforce the Campus' position as a provider of high-quality education and as a good employer providing development opportunities;
- Ensure that equality remains high on the Campus' strategic agenda;
- Establish good people management practices and to set out a proactive agenda in which discrimination and/or bullying and harassment, sexual harassment is recognised as an organisational issue which needs an organisational response;
- Achieve a staffing composition that reflects the composition of the wider community;
- Ensure all staff work together with a shared sense of purpose to meet the needs of every student;

Copyright © 2024 OneSchool Global UK

- Ensure that students and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- Take reasonable steps through policy and practice, to prevent sexual harassment of employees in the course of their employment in line with the Worker Protection (Amendment of Equality Act 2010) Act 2023 (see Staff Anti-Bullying and Harassment Policy) and to ensure that all members of the community are aware of the Campus' robust approach to discrimination, victimisation, harassment, sexual harassment and bullying.
- Ensure that complaints or evidence of failure to comply with the Campus' Equal Opportunities Policy will be dealt with promptly and fully investigated according to the relevant procedure.
- Instances of bullying, harassment, sexual harassment, victimisation and discrimination will be dealt with in accordance with the Campus' policies including, but not limited to, the Grievance Policy, Anti-Bullying and Harassment Policy, Disciplinary Policy and Procedures and Behaviour Policy (as appropriate). In the event of any conflict between this policy and the Anti-Bulling and Harassment Policy, the latter shall take precedence.
- Action will be taken as necessary and particularly serious complaints could amount to gross misconduct and lead to dismissal without notice or paid management leave or exclusion from the Campus.
- The Campus takes a strict approach to serious breaches of this policy as any such behaviour is unacceptable.

5.2. POLICY AND PLANNING

5.2.1. Equal opportunities implications, including race equality, will be considered and recorded whenever Campus policies are developed or reviewed. All policies will be regularly reviewed.

5.3. EMPLOYMENT MATTERS

5.3.1. Appointments: in all staff appointments the best candidate will be appointed based on strict professional criteria.

5.3.2. Family-friendly policies: OSG UK is a family-friendly employer and will do its best to respond to the changing needs of all staff by publicising existing schemes designed to support employees in combining work and other responsibilities (for example, parental leave arrangements, job share opportunities, flexitime (where appropriate) and carers' leave provision).

5.3.3. All staff will be responsible for:

- Conducting themselves in a way which helps the Campus provide equal opportunities in employment, and helps prevent bullying, harassment, sexual harassment, victimisation and unlawful discrimination;
- Understanding that they, as well as their employer, can be held liable for acts of bullying, harassment, sexual harassment, victimisation and unlawful discrimination, in the course of their employment, against their colleagues, customers, suppliers, visitors and the public; and
- Taking seriously complaints of bullying, harassment, sexual harassment, victimisation and unlawful discrimination made by their colleagues, customers, suppliers, visitors or the public which arise in the course of the Campus's work activities.

5.4. TRAINING AND DEVELOPMENT

5.4.1. The success of the Equal Opportunities Policy is closely linked to the provision of relevant training.

5.4.2. The Campus will endeavour to:

Copyright © 2024 OneSchool Global UK

- Enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status;
- Provide equal access to training and development opportunities for all staff, including part time, on the basis of their assessed training needs;
- Promote greater awareness of equal opportunities and the contribution which staff, trustees, parents and students can make;
- Professional development involves a continuous process of learning involving self-development, encouragement and motivation. The Campus places great importance on the relationship between team leaders and their teams and will ensure that employees are encouraged and supported to take responsibility for their own learning and development in the context of the Campus's performance management system.

5.5. REASONABLE ADJUSTMENTS

5.5.1. The Campus has a duty under the Equality Act 2010 to make reasonable adjustments for students with special educational needs and/or disabilities

5.5.2. The duty does not extend to changing physical features but it does include a duty to provide auxiliary aids and services where a disabled person would, but for the provision of the auxiliary aid, be put at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled

5.5.3. The duty also applies to making reasonable adjustments for any member of staff who may have a disability to enable them to carry out their duties effectively.

5.6. STUDENTS AND THE CURRICULUM

5.6.1. The Campus follows student admission policies that do not permit sex, race, colour or disability to be used as criteria for admission. The Campus' aim is to provide for all students according to their needs, irrespective of gender, ability or ethnic origin. Students should have access to a broad and balanced curriculum which avoids stereotypes and provides good role models for all students. Equality of opportunity should inform the whole of the curriculum and be reviewed regularly.

5.6.2. Equal opportunities issues will be taken account of in planning the curriculum. This will be reflected in curriculum planning documentation.

5.6.3. The Campus will ensure that neither gender is treated preferentially in the planning and delivery of the curriculum and that, if necessary, comparable activities will be provided.

6. PROCEDURES

MONITORING, REVIEW AND EVALUATION

6.1. This policy will be reviewed annually by the Regional Director, People & Culture in conjunction with the Trustees of OSG UK. The next scheduled review for this policy is November 2026.

6.2. The Campus will continue to review the effectiveness of this policy to ensure it is achieving its objectives. As part of this process, the Campus will review all allegations of discrimination, harassment, sexual harassment, and bullying.

6.3. Monitoring with respect to employment will also be undertaken in the following areas on at least an annual basis by sex, race, disability, grade and subject area:

- Composition of the school staff
- Recruitment trends
- Take up of training opportunities
- Promotion patterns
- Use of complaints procedure
- Use of grievance, disciplinary etc.
- Use of sanctions;
- Take-up of family-friendly policies, e.g. flexible working arrangements.
- Monitoring and evaluation of equality opportunities for students takes the form of:

Copyright © 2024 OneSchool Global UK

- Scrutiny of planning and all students' work
- Spiritual, Moral Social and Cultural Policy
- Behaviour Management including observations as students arrive at school and in shared areas throughout the day
- Observations of the progress of all students during lessons
- Surveys and formal and informal discussions with students, staff, parents and carers
- Analysis of data including participation in the SLASC Census, student assessment, target setting, attendance and behaviour

7. LEGAL FRAMEWORK AND GUIDELINES

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- DfE Equality Act Advice to Campus May 2014: https://www.gov.uk/government/publications/equality-act-2010-advice-for-Campus s
- DfE Regulations for Independent Schools – Schools of Special Religious Character
- Equality of Human Rights Commission website, legal, policy, employer guidance and legislation link: http://www.equalityhumanrights.com/legal- and policy/legislation/equality-act-2010
- Equality Act 2010 legislation and employer guidance:
- http://www.equalityhumanrights.com/legal-and-policy/legislation/equality-act-2010
- Children and Families Act 2014
- Education (Independent School Standards) (England) (Amendment) Regulations 2014
- Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
- Building Regulations 2010
- Education (Independent Campus Standards) (England) Regulations 2010
- Regulatory Reform (Fire Safety) Order 2005
- The Worker Protection (Amendment of Equality Act 2010) Act 2023
- Human Rights Act 1998
- Protection from Harassment Act 1997.

8. ATTACHMENTS

- Appendix 1 – Accessibility Audit
- Appendix 2 – Accessibility Plan
- Appendix 3 – Environmental Audit

VERSION CONTROL

Policy Code	Date	Version No.	Nature of Change
OPC/1	13.08.2020	3.1	Minor clarification on law applying to Equal Opportunities
OPC/1	March 2021	4.0	Full policy review
OPC/1	March 2023	5.0	Minor updates to policy
OPC/1	November 2024	6.0	Update to include the Worker Protection (Amendment of Equality Act 2010) Act 2023.
OPC/1	November 2025	6.1	Reviewed, minor wording changes

Copyright © 2024 OneSchool G