

## **Equal Opportunity Policy for Students**

### **Statement of intent:**

With various conflicts going on around the world, YLEUK member schools are keen to assure parents/partner agencies that these will not give rise to problems on their students' courses. On the contrary, students attending courses in the UK will have the opportunity to broaden their horizons, make new friendships and develop a greater understanding of each other through mixing with others from different countries and cultures.

### **Equal Opportunity Policy for Students**

All YLEUK schools have agreed to include the following wording in their safeguarding policies:

'We welcome students from all backgrounds and will not permit discrimination by students or staff on the grounds of religion, gender, sexual orientation, or ethnicity. In addition, even greater sensitivity will be shown to students who are arriving in the UK from territories currently in the midst of internal or international conflict'.

### **Harassment**

Examples of harassment include but are not limited to:

Physical contact, verbal or non-verbal conduct, victimisation, name calling, abusive language, mockery, jokes and bullying or intimidation of a general nature or that specifically targeted at someone because of their gender, age, religion or belief, disability, sexual orientation or ethnic origin.

Harassment of any sort is unlawful and will not be tolerated. The Company's Code of Conduct (see Parents' Guide and Camp Welcome Letter) and Anti-Bullying Policy clearly state the procedures for unlawful discrimination.

### **Employee Responsibility**

All staff members have a personal responsibility not to behave in a manner that could be offensive to others and to help promote an environment consistent with a policy of equal opportunity for all students and staff, including endorsing mutual tolerance and respect.

### **Management Responsibility**

Managers and supervisors have a responsibility for investigating any complaints of discrimination and for communicating this policy to all. Disciplinary action will be taken against any individual at camp who acts in breach of this policy by discriminating against or harassing another.

Any student who believes that the Company has not treated him or her fairly or who is the subject of harassment should follow the Company's Complaints Procedure, which can be accessed via our website. In the first instance, this will involve an informal resolution approach with the support of the Centre Manager, followed by a formal complaint to Head Office should the issue not have been resolved.