



The Duke of York's  
Royal Military School

## Equal Opportunities Policy

**Date of Approval by Chairman** 13 May 2021  
**on behalf of the Governing Body:** \_\_\_\_\_

**Signed:** Colonel A Thorne \_\_\_\_\_

**Position:** Chairman

Reviewed and agreed by the Board of Governors.

Last reviewed:	Feb 2014 May 2015 May 2016 May 2017 May 2018 Aug 2019 Feb 2021
Next review:	May 2022

## ETHOS AND BOARDING AIMS

### Ethos

Our aim is to provide all-round education with an academic focus. We will promote the full development of students by providing a secure, professional, and caring environment in which each student is encouraged to reach his or her individual potential and is prepared for the opportunities, responsibilities, and experiences of adulthood. These goals will be achieved in the context of a learning, spiritual, moral, and pastoral ethos, which respects values of Christian and other faith communities, and our unique military tradition.

### Boarding Aims

- To promote the personal student values of courage, discipline, respect, integrity, loyalty, and commitment within an environment where learning is at its heart.
- To promote a pastoral environment in which **all** students can live, grow and be happy.
- To develop a sense of community and belonging within our 100% co-educational boarding school.
- To develop and foster supportive relationships between students, parents, staff, and other stakeholders.
- To understand and provide for the particular and evolving educational and boarding needs of the military community.
- To promote a respect for the rights of others and their property.
- To promote good manners and develop social skills.
- To promote the “student voice” in the discussion of boarding matters.
- To promote and develop the unique military ethos of the School.
- To provide a boarding environment which develops respect for others and where bullying or other forms of harassment are not tolerated.
- To provide students with a range of activities and experiences which will develop their character, resilience, and leadership skills, allowing students to make a positive contribution to our School community and beyond.
- To provide the highest quality boarding accommodation, pastoral care and medical care that complies with the National Minimum Standards for Boarding Schools and exceed them wherever possible.

## **Introduction**

We take great pride in the plural nature of the society in which we live, and work and this policy statement reflects the commitment of Governors, staff, and students to the spirit of equality and opportunity in education.

We firmly believe that all students should have equal access to the curriculum and facilities of the School. The curriculum should reflect the School's Equal Opportunities policy in content as well as access.

We are committed to a policy of equality of opportunity as an employer with regard to our policies and practices for employees and potential employees. This means that no one be treated less favourably on the grounds of their sex, marital status, race nationality or ethnic origin, disability, sexual orientation, gender identity, age, religion, working practices or whether they have HIV and or AIDS.

This policy covers all areas of employment: recruitment and selection, terms and conditions, promotion, transfer, training, appraisal, and selection for redundancy. The policy outlines what equality of opportunity means within the School, what we mean by discrimination and harassment, what sort of behaviours and attitudes we wish to promote, and also what procedures and actions you can take if you feel you have been discriminated against, victimised or harassed.

The Equal Opportunities Policy will be communicated to all applicants, new appointees during their induction and to all employees.

The School believes that equality of opportunity is vital so that all employees have a fair and equal chance of developing their potential. It is our aim to create a working environment free from discrimination and harassment based on respect, and to enable employees to successfully balance home and work commitments.

## **Aims**

We aim to promote equal opportunities by:

- Regarding all our students as being of equal value.
- Correcting in a positive way any form of discrimination which contradicts this belief.
- Promoting self-esteem and respect for each person as an individual.
- Preparing all students for life in a multi-cultural society.
- Achieving a well-disciplined, yet caring, education environment catering for the individual needs of our students.
- Displaying material and all information about the School in a way which reflects our cultural diversity.
- Helping students, through the curriculum, to understand the causes and consequences of inequality of opportunity.

- Dealing with any form of discriminatory behaviour through the School's disciplinary procedures.
- Ensuring that the buildings and site of the School provide equality of access.
- Conducting all staff appointments within an equal opportunities approach.

## **General Definitions and Principles**

We recognise that discrimination exists and, as an employer, is committed to ensure that such behaviour and attitudes are eliminated.

Discrimination and harassment will not be tolerated and will be dealt with under the Staff Disciplinary and Conduct Policy and Procedure.

We are committed to the principles of equality on the basis of fairness and valuing the contribution of all our employees. However, there are some areas where discrimination and harassment are covered by law, such as Equality Act 2010 which harmonised antidiscrimination law with effect from 1 October 2010.

## **Disability Discrimination**

Under the Equality Act 2010 a person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day to day activities. The list of specific "capacities" under the old legislation (Disability Discrimination Act) has gone making it easier for a claimant to establish disability in cases to which the closed list of capacities did not easily apply.

The Equality Act imposes a duty on employers to make reasonable adjustments in cases where working arrangements or physical features of premises cause substantial disadvantage for a person with a disability. We will, where feasible, provide the necessary equipment and facilities for employees, applicants, and interviewees with disabilities to enable them to participate successfully in the workplace.

The School will provide, will also make suitable provision, adjustments etc. for interviews and where successful candidates are appointed.

The Equality Act 2010 introduced four new types of disability discrimination, including associative, perceptible, indirect discrimination and discrimination arising from a disability.

Where discrimination "arising from" a disability occurs, under the Act there is no requirement for a comparator. The employer will discriminate against a disabled employee if it treats the employee 'unfavourably' because of something arising from the employee's disability and that treatment cannot be objectively justified as a proportionate means of achieving a legitimate aim. For this type of discrimination to occur, the employer must know, or reasonably be expected to know, that the employee has the disability in question.

## **Complaints**

Should an employee believe they have experienced harassment, bullying or discrimination then they may either attempt to resolve the matter informally or invoke the formal complaint procedure under the School Grievance Procedure to pursue their claim. All cases will be taken seriously, dealt with quickly and treated with utmost confidence.

## **Malicious Complaints**

Whilst we do not wish to deter individuals who wish to make genuine complaints, it should be noted that vindictive or vexatious complaints will be viewed seriously and will be dealt with under the disciplinary procedure. Equally unacceptable is the threat of making an unfounded complaint of discrimination or harassment.

## **Racial Equality**

This is an integral part of the School's Equal Opportunities policy. The School will provide an appropriate and professional service to its students and staff regardless of colour, culture, or ethnic origin. This will be evident in processes, attitudes and behaviour which are free of discrimination through prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages minority ethnic people.

## **Summary Statement**

Within the context of the School's ethos, we encourage each member of the School to be proud of their race, culture, religion, ability, secularity, and everything that makes up their individuality.

The policy will be monitored by the Senior Leadership Team in consultation with all teaching, pastoral and support staff and students.

**Schools are required by law to have an explicit Race Equality policy separate from, or as a clearly identified part of, their Equal Opportunities policy. The School has a separate policy relating to Race Equality which further develops the aims and objectives of the Equal Opportunities policy statement.**