

WHITGIFT SUMMER SCHOOL

EQUAL OPPORTUNITY POLICY

Whitgift Summer School encourages all students to respect and to relate to other people regardless of race, gender, pregnancy or maternity, sexual orientation, gender reassignment, religion or belief, cultural background, linguistic background, special educational need, disability or academic or sporting ability. Particular regard is paid to the protected characteristics set out in the Equality Act 2010. The school condemns any form of prejudice in these areas or denial of equal opportunity. Those in a position of responsibility will seek to ensure that all students at Whitgift Summer School benefit equally from its provision. To this end, Whitgift Summer School is committed to:

- accepting students onto its courses in a way that makes no discrimination on the grounds of ethnic origin, sexual orientation, disability or religion.
- the promotion of a culture within the school which actively discourages discrimination on the grounds of ethnic origin, gender, sexual orientation, disability or religion.
- providing lessons and activities that emphasize positive aspects of, and contributions to, a healthy and tolerant lifestyle regardless of culture or gender.
- an approach to worship which respects the faiths of all members of the community who will, nevertheless, abide by the rules and activities of Whitgift Summer School.
- providing meals which promote healthy eating and also accommodate the needs of students with specific religious or dietary requirements.
- ensuring that disabled members of the school community are not unreasonably disadvantaged as far as possible, within the constraints of existing buildings and location.
- providing a member of staff (Welfare Manager) whose special responsibilities include being informed of any instances of discrimination on the grounds of ethnic origin, gender, sexual orientation, religion or disability and taking the appropriate action.

Reviewed by the Director of International Education, November 2025

Next review: November 2026