

Equality Policy

Rose of York is a centre of cultural and linguistic diversity that celebrates the variety of ethnic and cultural heritage of its students and teachers, recognising all as equals. Our staff carefully follow the provisions of the following acts, as well as all the laws of the United Kingdom regarding equality of opportunity and opposition of discrimination, both within the learning environment, and on the premises of the school as a whole:

- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Education Acts of 1996 and 1997
- The Equality Act 2010

As such, we oppose all and any negative discrimination on the grounds of sex, race, disability, nationality, ethnicity, class, age, religion, sexuality and employment status. Any incidence of reported negative discrimination either witnessed by staff or reported to staff will be investigated and dealt with appropriately. This may include issue of a verbal warning, a written warning, or in extreme cases, suspension, exclusion and even criminal prosecution of those who ignore or break the laws.

If a perpetrator is under 18, the parents or guardians will be contacted immediately and informed of the behaviour, and the sanctions imposed.

Disabilities Policy

Rose of York welcomes students with minor disabilities. Please inform us at the application stage if you (as a prospective student) or someone you are applying on behalf of (as a sponsor) has any known disability that may affect their course of study or the course of study of other students. Due to the nature of the building and the limited resources of our small school, we regret that we cannot accept students with several severe disabilities.

Rose of York reserves the right to advise students to transfer to another school or centre that has the necessary facilities and provisions for students with severe learning difficulties or physical disabilities. Please see below for specific details or contact us for more information.

Visual and Auditory Impairment

We can provide support for students with minor visual or auditory impairment, both in the classroom and on the premises. However, our courses are not suitable, and we lack the necessary support resources for the totally blind or deaf. Please let us know at application stage if you, or someone you are applying on behalf of, suffer from any visual or auditory impairment that will need assistance.

Physical Disabilities and Wheelchair Users

Rose of York School is currently located in a multi-levelled building. This means that there are several staircases in the building and at the entrance, some of which are narrow. There is no

lift in the building. Any students who find it difficult to climb stairs will find it difficult to use the premises. Due to the number of staircases both in the building and at the entrance, we regret that our premises are not suitable for clients in wheelchairs.

Dyslexia, Dyspraxia, Dyscalculia and Similar Learning Difficulties

We can accept students with mild learning difficulties, such as the above, and may be able to accept students with more severe learning difficulties, depending on the exact needs of the student and the type and extent of the learning difficulty/difficulties. Please let us know at application stage if you, or someone you are applying on behalf of, suffer from any learning difficulties that you suspect or believe will need assistance. It will also be very useful for the teachers of students with learning difficulties to see copies of any psychologist's reports provided for the students (translated into English, if possible). Please submit these at the application stage.

If a student's learning difficulties are found to be more severe than initially estimated, and it has a significant effect on that student's course of study or the course of study of other students in the same class, we will provide guidance and pastoral support for that student to the best of our ability and training. On occasion, it may be necessary to pursue alternative arrangements for the student in question, such as advising the student to transfer to an alternative institution that has the capability to deal with such learning difficulties.

Mental Health Difficulties

Although we try our best to provide a high-quality service, we do not have the resources to accept clients with significant mental health problems. Please let us know at the application stage if you, or anyone you are sponsoring, have any known mental health difficulties that may affect the course of learning or the course of learning of other students.

Your safety is a priority for us, and the school maintains high standards in this area.

We comply with all relevant legislation regarding Health and Safety and have a contract with an external Consultancy to act as our advisory body with regards to changes in Health and Safety policy, thus ensuring that we comply with current legislation.

The arrangements cover, in detail, issues such as fire safety, we conduct careful risk assessments to ensure that the whole building is safe, and we maintain a high standard of hygiene throughout the building.

Whenever our students leave the school building as part of our Social Activities, we take care to ensure that any possible risks are considered, and any necessary steps are taken to reduce the likelihood of problems.

The policies are kept up to date and reviewed annually.

Policy reviewed: October 2020

Due to be reviewed: October 2021