



# **EQUAL OPPORTUNITY POLICY FOR STUDENTS**

Responsible:	Director
Date Reviewed:	January 2025
Review Period:	Annually
Approval Authority:	Governors
External Release:	Yes

In light of the various conflicts occurring around the world, Kingfisher Education wants to reassure parents and partner agencies that these issues will not impact on our students' taking courses or camps with us. In fact, students participating in Kingfisher Education camps and courses in the UK will have the opportunity to expand their horizons, forge new friendships and interact with other students from diverse countries and cultures.

## Equal Opportunity Policy for Students

We welcome students from all backgrounds and will not tolerate discrimination by either students or staff based on religion, gender, sexual orientation or ethnicity. Kingfisher Education will exercise heightened sensitivity towards students coming to the UK from regions experiencing conflicts.

### Harassment

Examples of harassment include but are not limited to:

Physical contact, whether verbal or non-verbal, can include actions such as victimisation, name-calling, abusive language, teasing, jokes or bullying/intimidation of a general nature or targeted at an individual based on their gender, age, religion/beliefs, disability, sexual orientation or ethnic origin.

Harassment of any sort is unlawful and will not be tolerated. Kingfisher Education's Code of Conduct and Guidance on Dealing with Alleged Abuse Including Bullying clearly state the procedures for unlawful discrimination.

### Employee Responsibility

Every staff member holds a personal responsibility to refrain from actions that may cause offense to others and to help promote an environment consistent with an Equal Opportunity policy, including mutual tolerance and respect among everyone.

### 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 our camps who acts in breach of this policy.

Any student who believes that the Kingfisher Education has not treated them fairly or who is a victim of harassment should follow Kingfisher Education'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 Director, followed by a formal complaint should the issue not have been resolved.

