

Equalities policy

Table of changes

Date	Version	Summary of Amendments	Author
05.08.2021	1	n/a	JC
05.01.2023	2	To reflect change from BIS to SEI	JC
To be reviewed 05.01.2024			

Summary

This policy sets out how SEI implements the requirements of all relevant equality legislation in its teaching and examinations management.

In particular, the following legislation, guidance and publications are taken into consideration:

- Equality Act 2010
- The Equality Act 2010 and Schools. Departmental advice for school leaders, school staff, governing bodies and local authorities
- JCQ publication “Access Arrangements and Reasonable Adjustments” (current version dated 2022/2023)
- SEI Online safety policy
- SEI Anti-bullying policy (including cyber-bullying)

SEI’s Admission policy with regard to the admission of disabled students remains unaffected.

Statement

SEI is committed to eliminating discrimination and other conduct prohibited by the Equality Act 2010, to advance the equality of opportunity between all people and to foster good relations between people who do or don’t share characteristics listed in the Equalities Act 2010. Protected characteristics

South England International School

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are sex, race, religion and belief, disability, sexual orientation, gender reassignment, pregnancy and maternity.

School Community

SEI will take action within the school community to:

- Remove or minimise disadvantages suffered by people which are connected to a particular characteristic listed in the Equality Act 2010. This protects both students and staff. Examples are access arrangements for pupils with disabilities, supporting pupils who are being subjected to homophobic bullying, or not exposing pregnant staff members to otherwise acceptable health risks.
- Meet the particular needs of people who have a particular characteristic. An example is enabling students to observe religious obligations.
- Encourage people who have a particular characteristic to participate fully in any activities. An example is adjusting a traditional school trip to the needs of a disabled student without prejudicing the learning and experience for him/her and the other students.

All activities and circumstances will be assessed on an individual basis.

Delivery of curriculum

In addition to targeted measures, SEI promotes equality through its teaching. For example, in teaching LUK (Life in the UK, comprising the RSE and PSHE curricula), SEI underlines the need to be respectful and accepting of each other's differences. The MFL A-level curricula taught at SEI include learning about types of relationships and families, race and integration, parenthood, abuse and discrimination.

Disability

SEI is committed to ensuring that all candidates with the ability to follow the courses taught at this school and pass the relevant examination are given the opportunity to do so to the best of their abilities.

Students with disabilities are those who, as defined in section 6 of the Equality Act 2010, have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities. The adverse effects must have existed or be expected to last for at least 12 months.

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It is specifically noted that not having English as a first language does not constitute an impairment in the above-mentioned sense.

SEI will provide reasonable adjustments to all disabled students where necessary in order to remedy any disadvantages in learning they may have when compared to other students. The test of reasonableness involves considering the effectiveness of the proposed adjustment, its impact on other students and staff, financial implications, health and safety issues. The SENCo will ascertain if the adjustment can be achieved through the SEN route instead. In addition, it will be assessed whether the student needs the adjustment specifically to learn, or whether this is an adjustment he or she requires for life in general. Only in the first instance will SEI provide the adjustment.

Where necessary, SEI will seek reasonable adjustments for examinations from the qualification awarding body. It will do so in line with the current version of the JCO's publication "Access Arrangements and Reasonable Adjustments".

Recruitment

Sei will not discriminate against prospective and existing staff members on the grounds of protected characteristics.

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