

**QUEEN'S COLLEGE, LONDON**



**Equal Opportunities Policy**

*POLICY DOCUMENT*

## **Equal Opportunities Policy**

### **AIMS**

Every girl at Queen's should be fully aware of the opportunities open to her as a woman in today's world and should be equipped, in terms of academic development and of personal expectations, to take advantage of these.

Every girl at Queen's should be encouraged to form ambitions and to pursue excellence in every area of endeavour, including those that have until recently been widely regarded as male preserves.

Every girl at Queen's should feel secure and valued and should know that her identity is respected.

Every girl at Queen's, whatever her ethnic origin or cultural background, should be firmly recognised as having a right to contribute equally to the society of which she is an equal member.

Every girl at Queen's should encounter the same high expectations from the staff.

Every girl at Queen's should be able to develop her abilities to the full and should be equipped to take her full part in the social, political, cultural and intellectual life of this country or of whatever the country of her future life may be.

### **OBJECTIVES**

The gender and ethnic composition of the College Council, the Parents' Association and the teaching staff is a matter for constant reflection.

Careers advice, subject teaching and discussion with Form Tutors should actively encourage girls to pursue scientific and mathematical subjects as well as those more traditionally popular among girls, and to be as ambitious in their applications for higher education as their ability warrants.

Girls from ethnic minorities must be encouraged to extend themselves to the full and any indication that they are underachieving should be investigated with particular care.

It should be clear to everyone that Queen's is proud of its ethnic mix; pictures in the Prospectus and other publicity material, for example, should ensure that this mix is visible.

Our teaching and our resources (for example, the Library) should, where opportunity offers, affirm the varied cultural heritage of our girls and encourage awareness of the development of women's education and their opportunity to contribute to this.

Departments should keep topics, learning materials and classroom approaches under continual review for possible implicit prejudice or bias. Each department should have equal opportunities on the agenda of at least one meeting each year.

Equal opportunities should have high priority in the planning of display material.

The choice of guest speakers and distinguished visitors should provide the girls with visible proof that women and members of ethnic minorities can and do achieve eminence in their chosen fields.

Girls entrusted with 'high-profile' activities should reflect as far as possible the diverse nature of Queen's as a whole. Girls of all backgrounds should be actively encouraged to assume positions of responsibility within the College.

It should be clear to everyone that bullying or teasing of any kind, particularly if it has a racist element, is dealt with severely.

Mutual respect and appreciation between girls of different religious traditions should be encouraged.

It should be recognised, by those who have teaching and pastoral responsibility, that members of ethnic minorities often need to establish a sense of identity in ethnic as well as personal terms and should be able to rely on the support and guidance of Queen's as they endeavour to do this.

### **Equal Opportunities: Staff**

Queen's College, London is committed to equal opportunities.

The school community is encouraged to live and work together harmoniously. The right of all individuals to maintain and develop their culture and religion is acknowledged. Any racist, sexist or bullying behaviour will not be tolerated.

As members of the GSA all employees are recruited, trained and promoted on the basis of ability, the requirements of the job and relevant and objective criteria. No employee or job applicant will receive more or less favourable

treatment on the grounds of race, nationality, colour, ethnic or national origin, age, sex, marital status, sexual orientation, religion, creed or disability in any matters to do with employment.

**This policy is reviewed each year by the Council of Queen's College at its AGM.**