

## Anti-discrimination Policy

It is the policy of Weybridge International School of English (WISE) to ensure equal employment opportunities and equal opportunities for students without discrimination or harassment on the basis of race, colour, religion, sex, sexual orientation, gender, identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic.

We do not tolerate any kind of discrimination that creates a hostile or unpleasant environment for students, staff or tutors.

We understand that sometimes discrimination is unilateral as we all may have unconscious biases that could be difficult to identify and overcome. In the case we conclude that a student, member of staff or tutor unconsciously discriminates, we will support them through training and counselling. If this person shows unwillingness to change their behaviour, we may ask them to leave WISE.

We will not be lenient in cases of assault, sexual harassment or violence at WISE, whether physical or psychological. We will ask a student, member of staff or tutor to leave the school.

### **What to do if you are a victim or witness something**

If you are a victim of discriminatory behaviour (or if you suspect that others are being discriminated against), please talk to Liz Denham (the Managing Director) as soon as possible. She is responsible for hearing the claim, investigating the issue and determining the consequences. Her contact details are:

Email: [liz.denham@weybridge-english.com](mailto:liz.denham@weybridge-english.com)

Mobile: 07737 046790

We will investigate all claims discreetly. We will **never** disclose who made a complaint to anyone or give out information that may help others identify that person.

Originator: Katie Mansfield  
Written: Oct 2018  
Reviewed: Oct 2019  
Next review: Oct 2020