

IJ Tours Ltd t/a “International House Manchester or IH Manchester”

Equality Policy

Fighting Discrimination

IH Manchester prides itself on being 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 abide carefully by the provisions of the Equality Act 2010, as well as all provision within 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 Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it’s unlawful to treat someone. It also sets out nine Protected Characteristics which is illegal to discriminate against:

- Age
- Gender
- Gender identity or reassignment
- Marriage of Civil Partnership
- Pregnancy or Maternity
- Disability
- Race
- Religion, belief or lack of religion/belief
- Sexual orientation

Any incidence of reported discrimination either witnessed by staff or reported to staff will be investigated and dealt with appropriately, following our disciplinary procedure. This may include issue of a verbal warning, a written warning, or in extreme cases, suspension, exclusion and even criminal prosecution of perpetrators.

Scope

This policy applies to any discrimination made by or against:

- Students
- Paid or unpaid staff (working for the school or in partnership with it) as well as contractors
- Homestay hosts
- Directors
- Visitors on school premises

Reviewed March 2017 – Next review March 2018

School facilities and provisions

IH Manchester welcomes students with disabilities or medical conditions. Please inform us at the application stage if you (as a prospective student) or someone you are applying on behalf of (as a parent, sponsor or agent) has any known disability or medical condition that may affect their course of study or the course of study of other students.

Visual and auditory impairment

We will try our best to accommodate students with some difficulties with their hearing and/or sight but the school is not equipped to support learners with severe difficulties in these areas.

If you have any learning difficulties it is important that you tell us before you arrive so we can try to make arrangements to make your experience more enjoyable.

Physical Disabilities and Wheelchair Users

IH Manchester is currently located on the fourth floor of a refurbished city centre office block. There are a number of stairs at the entrance of the building from street level to reception. There is a lift here giving lift access to all floors of the building. The building management have a ramp which permits wheelchair users, with help, to enter the building reception area from street level from where they can use the rest of the building. Please advise us at enrolment if you will be requiring wheelchair access.

Learning Difficulties

We welcome 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. In the event that a student's learning difficulties are found to be more severe than initially estimated, such that 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. In all such cases, however, we will be guided by the best interests of the student.

Mental Health Issues

Mental health is a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community (World Health Organization). If you are aware of any mental health issues, it is important that you let us know in advance. This may include any of the following:

- Alcohol/substance abuse or dependence
- Anxiety disorders

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- Bipolar disorders
- Depression
- Eating disorders

However, we do not have the staff, facilities or support available to accept students with significant mental health issues and we advise students or their parents to tell us before enrolling so that we can advise whether our courses are suitable.

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