



## EQUAL OPPORTUNITIES POLICY

**This is a whole-school policy, within the framework of which the Junior School and Infant School, plus EYFS, and the Nursery policies operate as appropriate.**

The School, in accordance with the Equality Act 2010, affirms that:

- all discrimination on the grounds of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or lack of religion/belief, sex or sexual orientation, is wrong.
- all who work and study within the school community should understand the importance of equality of opportunity and freedom from discrimination of any kind.
- appointments to the teaching or non-teaching staff will be on the basis of equal opportunity for all applicants.
- selection of pupils will be in accordance with the School's Admissions Policy.

### **The Role of the Headmaster and Governors**

The Governing Body will be involved in Equal Opportunities policy in the same manner as any other matter concerning the direction of the school.

The Headmaster takes overall responsibility for the policy, its implementation and for liaison with the Governing Body, parents and appropriate outside agencies.

### **Referring Equal Opportunities Matters**

For pupils, urgent matters may arise in the areas of curriculum and pastoral Care. Curriculum issues should be referred to the Deputy Head (Academic). pastoral care issues should be referred to the Deputy Head (Pastoral)

For staff, urgent matters may arise in the areas of Appointment and Welfare. All urgent matters should be referred as per the School's Grievance Policy.

### **Pupils**

#### ***Curriculum***

The Deputy Head (Academic) is responsible for the implementation of the curriculum to ensure that:

- The curriculum is accessible to all pupils irrespective of sex or sexual orientation, being or becoming a transsexual person, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief or disability.
- Through the curriculum pupils will have the opportunity to explore the rights and interests of minority groups, appreciate different cultures and the achievements of other nations, and



consider issues of sexism, racism and social stereotyping. British values are reinforced. This should be reflected in the schemes of work of individual departments where possible.

- Teaching Staff should be sensitive to issues of Equal Opportunities in their teaching and should tackle such issues in a way that allows all pupils to participate and enables pupils to recognise that prejudice and discrimination are wrong.
- All pupils in every class are encouraged to participate fully in the learning activities
- Each Department will have a statement of Equal Opportunities in its Departmental Handbook which reflects the School Policy.
- Teaching materials should reflect the gender, ethnic and religious diversities of the class (where possible) and should aim to introduce pupils to different cultures and a wide variety of viewpoints where this is possible.
- Wall displays should reflect both genders and the ethnic and religious diversity of the school.

### ***Monitoring the Curriculum***

The Deputy Head (Academic) will monitor the academic performance of girls against boys and of pupils from an ethnic background. Indications of poor attainment or poor effort from any group will become the subject of discussion at a Senior Management level and at appropriate academic and/or pastoral meetings. The Deputy Head (Academic) and other colleagues will devise and implement a strategy to ameliorate the performance of any underachieving group.

The Deputy Head (Academic) will monitor the balance of pupils opting for subjects and will investigate any significant discrepancies amongst girls or pupils from an ethnic background. If remedial action is required, a strategy will be devised and implemented involving appropriate colleagues.

The Deputy Head (Academic) and the Deputy Head (Pastoral/) will monitor the teaching of Personal Health and Social Education, to ensure that issues of racism, sexism and other areas of discrimination are being explored explicitly within the curriculum.

The Deputy Head (Academic) will work with Heads of Department to promote an awareness of issues of Equal Opportunities and to monitor the delivery of the curriculum in individual subjects to ensure that content and materials are in accordance with this policy.

### ***Pastoral care***

All pupils should be treated as individuals and are entitled to the best pastoral care the school can provide. Where pupils' needs are linked to issues of Equal Opportunities, staff must take action to identify any source of prejudice and deal with that prejudice in an appropriate way. Dealing with prejudice might involve punishing pupils as well as working to change attitudes and values. The involvement of other colleagues (Head of Year, Deputy Head (Pastoral)) and parents may be appropriate in dealing with the source of prejudice. The victim must be supported and other colleagues and parents may also be involved in that process.

Heads of Year and Form Tutors must be careful not to appear to show favouritism to individuals or groups.



## **Staff**

### ***Appointment of Staff***

The school seeks to appoint teaching and non-teaching staff without regard to sex or sexual orientation, being or becoming a transsexual person, age, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief or disability, so long as individual characteristics would not prevent them discharging their duties.

### ***Welfare of Staff***

If a member of the Teaching Staff has a grievance about an Equal Opportunities matter, s/he should raise it with her/his Head of Department in the first instance. If that is inappropriate, or as the next stage, if the matter cannot be resolved promptly, the matter may be referred to a Deputy Head or to the Headmaster directly (as under the School's Grievance Procedure).

If a member of the Non-Teaching Staff has a grievance about an Equal Opportunities matter, s/he should raise it with her/his line manager: either the Catering Manager or Facilities Manager or Head Caretaker or Head Groundsman as appropriate. If that is inappropriate, or as the next stage if the matter cannot be resolved promptly, the matter may be referred to the Bursar. If the Bursar is unable to resolve the matter, then it may be referred to the Headmaster (as under the School's Grievance Procedure).

Thereafter, Equal Opportunities matters are dealt with under the School's Grievance Procedure.

Reviewed:

October 2016