



Equal Opportunities Policy

Updated
November 2019

St Faith's Prep School Equal Opportunities Policy

This Policy applies to the entire setting including the EYFS, after school and holiday clubs and all staff, volunteers, pupils and visitors to St Faith's Prep School.

We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. This policy is intended to ensure that the school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

Aims

- To give every member of the community a sense of worth and personal esteem
- To allow all members of the local community access to St Faith's prep school
- To enable individuals to develop and grow to their full potential
- To recognise that all have both abilities and needs
- To avoid stereotyping
- To avoid attaching negative language to any group
- To encourage mutual respect
- To provide positive role models for pupils
- We aim to ensure that all children, irrespective of ethnicity, culture, religion, home language, family background, learning difficulties, disabilities, gender or ability, have the opportunity to experience a challenging and enjoyable programme of learning and development.
- Equal opportunities underpin the value system of St Faith's.
 - We promote the principle of fairness and justice for all through the education that we provide in our school.
 - We recognise that doing this may entail treating some pupils differently.
 - We seek to provide all pupils with access to the full range of educational opportunities provided by the school.
 - We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
 - We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone.
 - We challenge personal prejudice and stereotypical views whenever they occur.
 - We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all minority groups.
 - We teach pupils about being part of a diverse and multi-ethnic society.

The School's Atmosphere and Environment

- The school will provide a welcoming atmosphere and an environment which is safe for all its members.
- Relationships within the school will be governed by mutual respect between all its members and behaviour shall include common courtesies.
- Anti-social behaviour will be dealt with in a way which ensures fair and just treatment for all.
- All Behaviour management issues will be recorded on-line on the school Social and Behaviour log and reviewed monthly
- All bullying issues will be recorded on the school Bullying log and reviewed monthly
- Any racist incidents will be recorded and reviewed in the Racial incidents log and reviewed monthly

The School's Teaching Resources

- The school will seek to understand the nature of bias in teaching resources so as to ensure the careful selection of text books and other materials to avoid stereotypes especially for those with EAL

Monitoring of the School's Equal Opportunities Policy

Our progress in achieving equal opportunities will be monitored through:

- End of term reports and internal examinations
- Star/House point and commendation awards
- Internal referrals for misbehaviour
- exclusions from school
- parental support at meetings
- SMT, SLT and staff meetings
- Reporting logs
- Tracking meetings
- School council and Friendship council meetings

Allegations of racist behaviour, sexual harassment, or other serious breaches of this policy will be investigated, recorded and dealt with by the Headmaster.

Racial equality

- In our school, we will
 - strive to eliminate all forms of racism and racial discrimination;
 - promote equality of opportunity;
 - promote good relations between people of different racial, cultural and ethnic groups.
- Inclusion
- All reasonable steps are taken to ensure that children with an identified additional need will be given support as appropriate to enable them to benefit from the curriculum. This includes children that are more able, and those with specific learning difficulties and disabilities.

Gender equality

- We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.
- Our aim is not only to encourage all pupils to oppose discrimination, but also to make sure they have the skills to challenge stereotyping as and when it occurs.

The role of the Headmaster

- It is the role of the Headmaster to implement the school's policy on equal opportunities, and he is supported by the Senior Leadership Team:
 - to make sure that all staff are aware of the school policy on equal opportunities, and that teachers
- apply these guidelines fairly in all situations.
 - to ensure that this policy is applied during the staff appointment process, so that no one is discriminated against.
 - to promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.
 - to promote respect for other people in all aspects of school life; in the assembly, for example, respect for other people is a regular theme.
 - to view all incidents of unfair treatment, and any racist incidents, with due concern.

The role of the Class teacher

Class teachers actively strive to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

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When selecting classroom material, staff provide resources which give positive images, and which challenge stereotypical images of minority groups.

Equal Opportunities for Staff

St Faith's Prep is an equal opportunities employer. The School employment policies are designed to produce a framework within which all staff are treated in a fair and consistent manner.

The School is committed to the development of positive policies and procedures to promote equal opportunities in employment and education regardless of race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation or marital status, age, disability, gender reassignment, pregnancy and maternity.

In this way the School can achieve and maintain a workforce and student body with the widest possible range of knowledge, skills and experience and ensure compliance with the relevant legislation and codes of practice.

This commitment will apply in respect of all pupils' applications, employment, including recruitment of new employees training, promotion and redundancy.