

EQUAL OPPORTUNITIES POLICY

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MONITORING AND REVIEW

Staff Responsible	Headmistress
Reviewed by	SLT
Approved by	SLT
Frequency of Review	Annually
Date of Last Review	September 2023
Date of Next Review	September 2024

The School refers to all staff and students in St Mary's School, which includes the Early Years/Foundations Stage (EYFS), the Preparatory Department (Years 1-6), Senior House (Years 7-11) and the Sixth Form (Years 12-13).

The term 'parent' refers to those who have parental responsibility for a child.

AIMS

This school recognises that direct and indirect discrimination may take place in any community and therefore sees the need for a positive and effective Equal Opportunities Policy.

- We will promote the concept of Equality of Opportunity throughout the organisation, both for those adults within the community of the school and for all students
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities
- We will promote good relations between all members of the community including those of different racial, cultural and religious groups, communities and sex/genders
- We will enable students to take responsibility for their behaviour and relationships with others

LEGAL REFERENCES

This policy operates within a wider national framework, which includes:

- Human Rights Act 1998
- Equality Act 2010
- The Children and Families Act 2014
- SEND Regulations 2014

RELATED POLICY

This policy should be read in conjunction with:

- EYFS Policy
- Admissions Policy
- SEND Policy
- EAL Policy
- Complaints Policy
- Recruitment Policy

POLICY STATEMENT

St Mary's School Gerrards Cross is committed to equal opportunities in education and will not unlawfully discriminate against or treat less favourably, any student at, or applicant to the school on the grounds (or perceived grounds) of race, disability, sexual orientation, religion or belief, pregnancy or maternity ('protected characteristics'). All students and staff are encouraged to value and respect others and to challenge inappropriate behaviour and/or attitudes.

RESPONSIBILITIES

The governing body will monitor and review the working of the policy and procedures.

The Headmistress has responsibility for the Equal Opportunities Policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents. The Headmistress must also present general reports to the governing body as needed. The Headmistress is responsible for ensuring equal opportunities in the curriculum.

All staff are responsible for following the policy and reporting incidents of unequal treatment to an appropriate senior member of staff.

The school acknowledges that “due regard” must be taken into consideration when making any decision or taking action.

STAFF

Appointments

- Job applications will carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, gender, sex or sexual orientation, marital status, disability or age
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment
- The school will note and keep information about the sex, ethnic background, disability and age of candidates for applications and actual appointments

Staff Development

- All employees have equal chances of training, career development and promotion
- All recruits to the organisation will be offered induction training which will include a reference to the organisation's Equal Opportunities Policy
- Staff development opportunities will be monitored and figures presented to the governors annually, or more often if requested by the governing body
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary

STUDENTS

- Students have equal access to the school's programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability
- The school is committed to full educational inclusion (see the schools SEND, EAL and More Able Students Policy)
- School rules and the anti-bullying policy for students forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, sex/gender, sexual orientation and ability/disability
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the PSHCEE and tutor programme as well as assemblies and charity activities

ADMINISTRATION

- Venues for meetings will take account of the needs of all participants
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant

DISABILITY

The school considers carefully how it can be accessed and used by all persons. This planning can be seen in the school 'Access Plan', which is available on request.

DOCUMENTS

Documents and communication will reflect and promote equal opportunities.