



King Edward's
WITLEY

Equal Opportunities

The legal framework for this policy is:

Race Relations Act 1976
Race Relations Amendment Act 2000
Sex Discrimination Act 1986
Children Act 1989
Equality Act 2010
Code of Practice for Special Educational Needs and Disability 2014

This policy should be read in conjunction with the following School policies: Admissions, Anti-Bullying and Cyber-Bullying, Behaviour and Discipline, Disability Policy and Accessibility Plan, Child Protection

Aims

The School's ethos and the aims of this policy are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote the fundamental values of democracy, the rule of law, individual liberty and mutual respect and tolerance
- Promote equality of opportunity for all members of the School Community
- Comply with the School's equality duties contained in the Equality Act 2010

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

At King Edward's School everyone is valued highly and tolerance, honesty, co-operation and mutual respect for others are fostered in a community that is outward and forward looking and with a shared purpose. The School is committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, marital status, sexual orientation, gender reassignment, race, colour, nationality, ethnicity, cultural background, religion or belief,

disability or educational need. Positive relationships with parents, governors and members of the wider community are promoted. Any form of discrimination is not acceptable, and harmonious relations in all areas of school life are promoted at all times.

To this end the School:

- provides a learning environment where all individuals can thrive
- prepares pupils for life in a diverse society
- provides positive non-stereotyping approach about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- actively challenges and discourages discrimination and disadvantage

To achieve these aims the School:

- ensures that the wider curriculum makes explicit and implicit provision to promote and celebrate diversity
- has high expectations of behaviour which demonstrates respect to others
- is vigilant for any type of harassment and bullying
- will address any complaint made by a member of staff, parent or pupil that alleges discrimination by a member of the School
- keeps up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources

Some of the ways in which the School promotes equality and diversity are:

- through an Admissions Policy that sets out clear criteria for admission to the School
- through Child Protection, Behaviour and Discipline, Disability and Accessibility and Bullying Policies
- by making reasonable adjustments for pupils with a disability, to remove any barriers to access, participation, progression and attainment
- in the schemes of work for PSHE
- by publicity and promotional materials that reflect the diversity of the members of the School community and show a commitment to equal opportunities
- by the recognition of a range of festivals and allowing pupils to undertake religious observance appropriate to their religious or cultural backgrounds as far as is feasible
- by considering requests from parents and pupils for variations in the uniform and dress codes for reasons related to disability, gender reassignment and/ or on religious grounds provided they are consistent with the School's policy on health and safety and is reasonable in the circumstances in light of the School's obligation under the Equality Act 2010
- the Caterers ensure that the medical, cultural and dietary needs of children are met, for example through the Catering Committee

Posts in School are advertised and all applicants are judged against clear and fair criteria. The applicant who best meets the criteria and the School is offered the post, subject to references and all of the necessary pre-employment checks regardless of age, sex, marital status, sexual orientation, gender reassignment, race, colour, nationality, ethnicity, cultural background, religion or belief or disability.

A member of the SMT monitors and reviews the effectiveness of the policy regularly and reports on it to the Governing Body.