



EQUAL OPPORTUNITIES AND RACIAL EQUALITY POLICY

Please read in conjunction with the Accessibility Plan

St Edward's is an independent preparatory school, at which any position for teaching and non-teaching posts is open to application from all persons, male and female, regardless of race, colour or creed.

Future pupils are admitted regardless of race, colour or creed but at the time of writing must be male in Years 1-6. In January 2021, girls will be admitted to Pre-Reception and to Reception in September of the same year.

The School operates a policy of racial equality whereby, as stated above, any person who is an employee of the school or any child who is a pupil in the school is treated as an equal, irrespective of gender, race, colour or creed. The school follows as far as possible the guidelines of the Commission for Racial Equality's Code of Practice, as approved by Parliament in 1983 and The Equality Act 2010.

We are an "Equal Opportunities Employer" and our policy is simply to employ the best person for the job. In-service training is available to all staff, subject to the strictures of the Training budget; it is school policy to encourage all employees to take up training opportunities and further their knowledge.

It should be noted that, due to the undulating nature of the site, people with some physical disabilities may find it very difficult to gain access to many areas of the school site.

To these ends, the following policy will be adhered to.

Aims

- We aim to meet the needs of each individual and treat everyone with equal respect and concern
- We will ensure that every child has equal access to the opportunities available in the school
- Everyone in the school is valued, irrespective of gender, race, age, disability, learning difficulties and special educational needs, religion and ethnic differences, and this ethos is at the core of our community.

Procedures and Guidelines

- All children should have equal access to the curriculum and individual differences should be acknowledged by specific provision, where appropriate, e.g. learning difficulties and special educational needs, musical, artistic and sporting as well as physical disabilities.
- Within the academic curriculum no differentiation is made other than on the grounds of a pupil's own educational ability or level
- Extra-curricular activities are an essential part of what we are as individuals. The aim is for each and every pupil to experience success outside the classroom. No one aspect should be



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considered more important than the other. The child should be the focal point and every child should be encouraged to develop their particular talent to the full.

- Our school has a Christian foundation, but our ethos and our religious studies curriculum reflect the school's multi-ethnic and multi-faith nature; no discrimination is made on the grounds of ethnic background or religious belief.
- Racial differences must be reflected in the classroom through the use of materials that positively reflect diversity and are free from discrimination and stereotyping. Positive attitudes to differences must be promoted and negative attitudes countered by discussion and example
- Opportunities should be provided for different cultures to be understood and respected through art, music and literature
- The school is an equal opportunities employer. Recruitment of pupils and staff should be free from discrimination on the grounds of race, ethnic or national origin, religion, gender, age or disability.

Policies for Monitoring Equal Opportunities

The following policies are in place:

- Anti-bullying policy
- Staff grievance procedure to counter all forms of harassment and discrimination
- Data is kept centrally concerning pupils' race and ethnicity, gender, abilities, language, religion and health
- Details about pupils' academic ability are regularly recorded and discussed. Tutors and teachers meet regularly with parents for this. Tutors keep files on all pupils' academic and non-academic life, which are constantly recorded, updated and monitored in line with the School's Privacy Policy.

Signed:

Headteacher

Dated: July 2020

Review date: July 2021

Proprietor

A COPY OF THIS POLICY IS AVAILABLE ON REQUEST FROM THE SCHOOL OFFICE