



Old Vicarage School

Equal Opportunities

This policy applies to the whole school, including the EYFS.

This policy should be read in conjunction with the School's policies on Admissions, Accessibility, Anti-Bullying, Behaviour, Disciplines and Sanctions, Individual Needs, English as an Additional Language and Recruitment*

Old Vicarage School is firmly committed to promoting equality of opportunity for all current and prospective members of the school community. The School is committed to providing an environment that is free from unlawful or unfair direct or indirect discrimination or harassment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, or other personal characteristics and aims to create the conditions whereby pupils and staff are treated solely on the basis of their merits and potential.

The School will ensure that it opposes discrimination and promotes equality of opportunity in every area of school life, and in so doing follows its legal responsibilities as laid down in current legislation and associated codes of practice.

Aims and Objectives

Old Vicarage School aims to:

- Promote an environment which is free of discrimination.
- Encourage pupils to show respect for each other at all times.
- Ensure that pupils of all backgrounds have equality of opportunity, irrespective of ability.
- Ensure that everyone in the School Community has the opportunity to make their own contribution to the school and have this contribution noticed and valued by others.

The School's objective is to create and maintain a culture in which all members of the community can be themselves, developing confidence, self-esteem and tolerance in a setting in which they feel valued and respected.

Actions to Implement this Policy

The School is determined to ensure that opportunities and facilities are available to everyone who studies or works in the school. To that end we will:

- Be sensitive to the needs of pupils
- Ensure that the educational needs of all pupils are properly assessed and recorded.
- Employ fully qualified Learning Support teachers and staff to assist and assess pupils' particular needs.
- Employ a range of teaching styles to ensure no pupil is excluded from learning and to enable them to achieve success.
- Ensure the appropriate access arrangements are implemented for examinations.

- Tackle inappropriate attitudes and practices through staff leading by example, through the personal, social and health education (PSHE) programme, through the supportive School culture and through the School's policies.

All members of staff have a responsibility to ensure this policy is carried through effectively and to report any breach. The School takes seriously its responsibility to investigate fully any instances of discrimination and take appropriate, sensitive and responsive action. In the case of pupils and staff this could involve the School's disciplinary procedures.

Admission of Pupils

The school welcomes all children and they are treated as individuals.

Because the school is known for its high educational standards, the school will need to be confident that it will be able to educate and develop the prospective pupil to the best of her potential in line with those standards and the general standards achieved by the pupil's peers. This criterion must continue to be met throughout the pupil's time at the School.

Where a pupil with a disability requires special treatment, the school will take reasonable steps (by way of reasonable adjustment) to avoid putting pupils at a substantial disadvantage.

Teaching and Learning

Teaching staff will monitor and evaluate teaching and learning materials to ensure that they are free from racist, sexist and other discriminatory assumptions, images and language. In areas where this is difficult to achieve, for example in the use of the internet or in the study of art, media and literature, staff should be careful to place the material in its cultural and historical context.

Appointment of staff

The School is an Equal Opportunities employer and welcomes applications for all posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Person and job specifications will be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted against specific selection criteria which will be consistently applied to all applicants.

Monitoring and Review

The School will regularly review, monitor and evaluate the effectiveness of this Policy.

Signed: **Gillian Linthwaite**

Position: Headmistress

Revised: May 2022

Review date: May 2024