



## Equal Opportunities Policy

This Policy was approved by the <i>Trustees</i> :	<b>SUMMER 2022</b>
The implementation of this policy will be monitored by the:	Headmaster
Monitoring will take place:	<i>Every 2 years</i>
This Policy will be reviewed every 2 years or more regularly in the light of any significant new developments. The next anticipated review date will be:	<b>SUMMER 2024</b>

St Edward's has implemented equal opportunities within the organisation for staff and pupils. No person shall be discriminated against because of gender, ethnic origin, social class, religious belief, sexual orientation or disability. No person will be discriminated against if they are pregnant or undergoing gender reassignment. The aim of the Schools is to provide the opportunity for all its members to develop their individual potential to the full.

In applying this policy, the following points should be observed:

St. Edward's Cheltenham is a Catholic School. As a Catholic school we warmly welcome children of all faiths and none, whose parents feel that they will benefit from our ethos. Respect and acceptance of others along with genuine equal opportunities within the context of true Christian values is central to our mission.

### **Aims**

1. To ensure that every member of the community is regarded as being of equal worth, irrespective of race, nationality, language, background, gender, religion, socio-economic class, life-style, appearance, ability or disability.
2. To foster equal opportunities throughout the School community.
3. To enable pupils to fulfil their potential through equal access to the curriculum wherever practicable and in the best interests of the pupils.
4. To enable all pupils to experience a broad and balanced education, which promotes self-esteem, confidence, awareness, understanding and sensitivity to others.
5. To promote good relations between all members of the School community and enable pupils to take responsibility for their behaviour and relationships with others.

6. The School is committed to the full inclusion of its pupils who have special educational needs and disabilities.

### **Responsibilities**

- The Headmaster has the responsibility for the Equal Opportunities Policy and for delegating responsibilities and tasks to other staff, for ensuring that the Policy is known and understood by staff and pupils and is available to parents if required.
- All staff are responsible for following the Policy, applying it in the areas of their responsibility and reporting incidents of unequal treatment to the appropriate senior member of staff. Staff relationships with each other should follow equal opportunities principles and be free from issues such as sexual harassment or bullying. Staff must also promote equal opportunities through their behaviour towards pupils and their expectations of pupils.
- It is the responsibility of every member of the Schools' community to respond to or report any incidents of discrimination or harassment. This applies to recipients or observers of such behaviour.

### **Implementation and Procedures**

- The Proprietors observes the legal implications of the Equalities Act 2010 and ensure there is an Equal Opportunities Policy. To this end, the Directors are given overall responsibility for the Equal Opportunities Policy operating within the Schools.
- Heads of Faculty and Subject Leaders have the responsibility to ensure that teaching materials are balanced and further emphasises the Equal Opportunities Policy. Curriculum development includes strategies to counter or mitigate the effect of bias and stereotyping in resource materials.
- Schemes of work include opportunities for differentiation and lesson planning that meets the learning needs of all pupils through differentiation in materials and methods.
- Equal access to teacher time and attention is available to all pupils, wherever feasible. This includes displays of pupil work in the widest sense.
- Careers education and course guidance avoids gender stereotyping.
- The Schools have the same high expectations of everyone with regard to behaviour and effort.
- As a family School, prejudicial sibling comparison is avoided.
- New developments to buildings and grounds have regard for the need to provide access for anyone with disabilities.
- The Schools' communities provide an environment in which:
  - bullying (see the Anti-Bullying policy), and sexist and racist behaviour are not tolerated;
  - racist and sexist remarks are challenged whenever they occur;

- care is taken to ensure that humour does not damage self-esteem;
  - sexual and racial harassment is always unacceptable.
- All incidents which contravene the Equal Opportunities Policy will be taken seriously and investigated thoroughly. Where any form of discrimination or harassment is found to have occurred, offenders will be dealt with according to relevant and known procedures.
  - All members of the Schools' community will be informed of the Equal Opportunities Policy.
  - There will be an active promotion of the Equal Opportunities Policy within the School.
  - The Staff Code of Conduct is designed to promote mutual respect and to prevent discrimination on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, national origin, culture, religion, age or disability ('protected characteristics' as per the Equality Act 2010).
  - Positive attitudes and awareness development for equality of opportunity are specifically taught through the PSHE programme.

### **Staff Appointments**

Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications, experience and suitability for the post.

### **Staff Development**

All employees have equal chances of training, career development and promotion opportunities. All appointments to the Schools will be given induction training which will include a reference to our Equal Opportunities Policy Statement.

People becoming disabled while in employment at the Schools will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.