



EQUAL OPPORTUNITIES POLICY

St Richard' School operates a policy of equal opportunities for all and will abide by all relevant legislation. It stands against any form of discrimination on the grounds of gender, religion, age, culture, ethnic group, language or disability.

ST RICHARD'S AIMS TO:

- Treat all members of the School equally.
- Promote equality of opportunity and fair treatment for all and thereby allow all pupils and employees to achieve the level of success and self-respect to which they are entitled.
- Instil in pupils and employees a respect for those of different gender and background.
- Establish an environment in which the School becomes effective in reducing prejudice and raising self-esteem.
- Provide a safe and welcoming background for all its members.
- Make appropriate provisions for English as a second language (ESL) pupils to ensure that they are not judged by their linguistic abilities alone.
- Make appropriate provisions for support by professional, trained teachers in the field for pupils with learning difficulties.
- Develop an environment in which all sexist and racist assumptions, attitudes and behaviours are continually challenged.
- Ensure that teachers, by careful use of language and choice of resources, avoid reinforcing stereotypical views.
- Prepare pupils for living in a complex multicultural society.
- Provide a curriculum which emphasises and promotes the positive aspects of all cultures and of cultural diversity in any society.
- Ensure all employees are treated favourably with regard to age, gender, sexuality, race, religion, marital status, political belief, disability.
- Make decisions with regard to the recruitment, promotion, training and development and terms and conditions of all employees based on job related ability and merit.

- Ensure that all employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all.

TO PROMOTE THESE AIMS:

As an employer, the School will:

- Promote equal opportunities in all aspects of employment.
- Ensure that all employees receive appropriate training with regard to equal opportunities, discrimination and harassment.
- Ensure that all employees are kept informed about their responsibilities regarding equal opportunities and any amendments to the policy.
- Fully investigate all complaints of discrimination.
- Monitor the effectiveness of the policy, identify practices that may be discriminatory and put in place measures to eradicate any such practices.

Employees of the School must:

- Adhere to the School commitment to equality of opportunity in their work.
- Work together towards a culture of fairness and equal treatment for all.
- Not practise themselves, or encourage others to practise, discrimination.
- Advise the Headmaster or a member of the Senior Leadership Team if they suspect that discrimination has taken, or is taking, place.
- Not victimise anyone who makes a complaint or aids a complaint.
- Undertake to follow the School Equal Opportunities Policy and to keep abreast of revisions to the Policy when implemented.

With regard to pupils the school will:

- Address equal opportunities matters through Assemblies, using appropriate resources where necessary, group meetings and PSHE classes.
- Wherever and whenever possible in the curriculum, educate pupils about the importance of equal opportunities, and about other peoples, their cultures, religions and traditions.
- Through the actions of staff and senior pupils, foster the climate for recognition of the validity of other cultures and backgrounds.

- Support all new and current pupils from overseas' backgrounds through a dedicated system of pastoral support to ensure they feel part of the whole School community.
- Ensure that schemes of work reflect the interests and experiences of both boys and girls and of those from differing backgrounds.
- Choose resources which portray a view as seen from different cultural and gender perspectives, thereby communicating how it feels to be part of a different group.
- Challenge any notion that some subjects or career paths are purely masculine or feminine.
- Ensure as far as possible that all activities and facilities are open to both boys and girls, and to both day pupils and boarders.
- Provide specialist teaching in English as a Second Language as appropriate.
- Discourage judgements made on social background, 'class' or accent.
- Discourage through effective classroom management either boys or girls from dominating lessons and encourage each group to view their contributions as having equal value.
- Ensure that group-work is used to increase opportunities for co-operation and understanding between different groups.
- Set exercises and examples in familiar contexts to which all pupils can relate.
- Value equally the experiences of all pupils regardless of gender, race, religious beliefs, ethnic group, age, language or disability.
- Fully investigate and effectively resolve all incidents of harassment whether physical, verbal or written (including electronic communication), offensive use of language, abuse, intimidation, derogatory comment, insults, threats, inappropriate jokes, visual displays of offensive material, isolation or exclusion from school and/or social activities.

All staff and pupils should recognise the importance of a whole-school approach in this area, and refer any concerns or any instances of inconsistency between policy and practice to the Headmaster, a member of the Senior Leadership Team or, for pupils, their Form Teacher or Matron. The School will deal promptly and effectively with all allegations of discrimination and aims to eliminate discriminatory practice and to promote measures to combat its effects.

For additional guidance, please see The Child Protection Policy, The Anti-Bullying Policy, The Cyber-Bullying Policy and The Mobile Phone Policy.

The policy will be kept under review and will be evaluated annually.

March 2010