



Equal Opportunities Policy (Education)

MISSION

Eversfield offers an outstanding, broad education within a safe, caring, happy, family atmosphere where the talents of every child are valued and nurtured. We achieve excellent results in a school where the Christian principles of mutual care, respect and encouragement underpin everything that we do.

AIMS

- To promote high moral standards through clear and relevant Christian teaching.
- To provide a wide breadth of experiences and opportunities for all our pupils to discover and develop their individual talents.
- To support our pupils in becoming valued members of society so that they may develop self-confidence, ask questions, seek new experiences, not be afraid to make mistakes, express themselves confidently and modestly and develop team and leadership skills.
- To provide a safe, supportive, healthy educational environment, with buildings, facilities and staff that enable our pupils to learn and develop.
- To ensure that our pupils receive excellent pastoral care.

INTRODUCTION

Eversfield Preparatory School is committed to providing equality of opportunity for all pupils, staff and families and takes positive action to eliminate discrimination in all areas of the school and its workings. The school works in accordance with all relevant legislation, including:

Children Act 1989 and 2014

GDPR and Data Protection Act 2018

Equality Act 2010

SEND Code of Practice 2015

Under the Employment Equality (Religion and Belief) Regulations 2003 Eversfield has been designated as a school with a Religious Character. The designation is listed as Christian.

POLICY STATEMENT

This policy ensure that Eversfield Preparatory School treats everyone equally, regardless of their identity or background. This includes ensuring that people are not discriminated against based on their age, disability, gender, race, religion, or sexual orientation. It should be read in conjunction with the School's EDI Policy, which focuses on creating a workplace where people feel comfortable to be themselves and feel that they belong. This includes valuing people's differences, removing barriers, and promoting equality, access, and opportunity.

AIMS AND OBJECTIVES OF THE POLICY

At Eversfield Preparatory School:

- We do not discriminate against anyone, staff, pupil, parent, prospective parents or employees, on grounds of ethnicity, religion, age, disability, sexual orientation, gender or background.

- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have fair and equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone.
- We challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil and employees' worth, recognise the individuality and cultural diversity of the community centred on our school and show respect for all minority groups.
- We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.

EMPLOYMENT – refer to the *Employee Handbook*

RACIAL EQUALITY

At Eversfield Preparatory School we strive to:

- Ensure teachers meet the full range of pupils' diverse needs.
- Be aware of the requirements of the equal opportunities legislation that covers, race, gender and disability.
- Show due regard to the need to eliminate unlawful racial discrimination and promote equality of opportunity and good relations between persons of different racial groups.
- Promote good relations between people of different linguistic, racial and ethnic groups.

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we would deal with it firmly in accordance with the school's procedures as laid out in the Anti-bullying and Behaviour Policies.

We endeavour to make our school welcoming to all. We promote an understanding of diverse cultures through topics studied by the pupils and we reflect this in the displays of work shown around the school.

DISABILITY NON DISCRIMINATION

Within the school, we are committed to meeting the needs of pupils and employees with disabilities.

The school has an Inclusion and Special Educational Needs and Disabilities (ISEND) Policy, which outlines procedures to ensure all reasonable steps are taken so as not to disadvantage children with disabilities. The school also has an Accessibility Plan in place.

FESTIVALS

Although Eversfield Preparatory School is designated as a school with a Christian religious character, we aim to show respectful awareness of all the major events in the lives of the pupils and families in the school, and in our society as a whole, and to welcome the diversity of backgrounds from which they come.

In order to achieve this:

- We aim to acknowledge major festivals which are celebrated in our area and/or by the families involved in the school, including those from minority ethnic groups.



- Pupils will be made aware of the festivals which are being celebrated by their own families or others, and will be introduced where appropriate to the stories behind the festivals.
- Pupils and families, who celebrate festivals at home with which the rest of the school is not familiar, will be invited to share their festival with the rest of the group, if they themselves wish to do so.
- Pupils will become familiar with and enjoy taking part in a range of festivals, together with the stories, celebrations and special food and clothing they involve, as part of the diversity of life.
- Pupils will learn about different festivals through appropriate areas of the curriculum eg: RE, PSHE, Music etc.

ADMISSIONS

Eversfield Preparatory School will accept applications from members of all ethnic communities who are willing to fulfil the expectations of the school's Christian ethos. The admissions process is administered consistently and fairly to pupils from all backgrounds and ethnic communities.

All parents and pupils including prospective parents and pupils will be treated fairly and without discrimination.

Where parents have disclosed information to the school, the Admissions Register will identify the ethnicity of children.

FAMILIES

The school recognises that many different types of family group can and do successfully love and care for children. The school aims to offer support to all families.

The school offers a flexible payment system for families and means tested bursaries are available.

THE CURRICULUM

All pupils will have fair and equal access to the school curriculum. All pupils will be respected and their individuality and talents recognised, valued and nurtured. Activities and the use of equipment offer pupils opportunities to develop in an environment free from prejudice and discrimination. Management of resources within the school will ensure that both girls and boys have fair and equal access to all kinds of activities and equipment and are equally encouraged to enjoy and learn from them.

Appropriate opportunities will be given to pupils to explore, acknowledge and value similarities and differences between themselves and others. Thorough planning across parallel classes ensures equal provision, opportunity and access to the curriculum.

Teachers will modify teaching and learning as appropriate for pupils with disabilities, be they physical or educational. For example, pupils may be given additional time to complete certain activities, use modified teaching materials, or participate in an alternative activity of equivalent value and learning experience if they are unable to manipulate tools or equipment.

ASSESSMENT

All formal assessments – both written and oral – will take place in a suitable and fair environment that does not give any pupil a particular advantage. Teachers will assess pupils' work as fairly as possible.

RESOURCES

These will be chosen to give pupils a balanced view of the world and an appreciation of the rich diversity of our multi-racial society.



Materials will be selected to help pupils to develop their self-respect and to respect other people by avoiding stereotypes and by using images and words which reflect positively the contribution of all members of society.

LEARNING DIFFICULTIES/DISABILITIES

The school recognises that children have a wide range of needs which differ from time to time, and will consider what part it can play in meeting these needs as they arise.

Planning for school meetings and events will take into account the needs of people with learning difficulties and/or disabilities.

DISCRIMINATORY BEHAVIOUR AND REMARKS

Any discriminatory language, behaviour or remarks by pupils, parents or any other adults are unacceptable at Eversfield.

Our response will aim to demonstrate support for the victim(s), to help those responsible to understand and overcome their prejudices and to make it clear that such behaviour/remarks will not be tolerated.

LANGUAGE

Bilingual/multilingual pupils and adults are an asset to the whole group.

Pupils and parents who have English as a second or additional language will be valued and their languages recognised and respected. The school will keep a register of pupils who have English as an additional language.

Pupils who arrive at the school with little or no English, will be catered for under the direction and guidance of the school's Inclusion Manager.

FOOD

Working in partnership with parents, pupils' medical, religious, cultural and dietary needs will be met so far as practicable.

MEETINGS

The school will make every effort to ensure that the time, place and conduct of meetings enable the majority of parents to attend so that all families have an equal opportunity to be involved in and informed about the school.

ROLE OF THE GOVERNING BODY

The Governing Body has set out its commitment to equal opportunities and has agreed this Policy. It will continue to do all that it can to ensure all members of the school community are treated both fairly and equally, without bias.

The Governing Body also seeks to ensure that people with disabilities are not discriminated against when applying for jobs at the school. The Governors take reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The Governing Body ensures that no pupil is discriminated against whilst in our school on account of his/her gender, religion, home background or race.

THE ROLE OF THE HEADMASTER

It is the Headmaster's role to implement the school's Equal Opportunity Policy, and he is supported by the Governing Body in doing so.



It is the Headmaster's role to make sure that all staff are aware of the school policy on equal opportunities and that all staff, teaching and non teaching, adhere to these guidelines.

The Headmaster ensures that all appointment panels give due regard to this policy, so that no one is discriminated against.

The Headmaster promotes respect of other people in all aspects of school life.

The Headmaster views all incidents of unfair treatment and any racist incidents with due concern.

THE ROLE OF THE EMPLOYEES

All employees do their best to ensure that all members of the school community are treated fairly and with respect. We do not knowingly discriminate against any pupil or other employee.

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.

When designing schemes of work and delivering the curriculum, teachers consider carefully the manner in which they approach sensitive issues.

All members of the school community challenge incidents of prejudice or racism and draw such incidents to the attention of a member of the Senior Leadership Team.

SCHOOL ACCESSIBILITY PLAN

A whole school Accessibility Plan will be drawn up every three years to identify how the school can improve access and facilities for disabled pupils, parents and visitors. This will include additional provision and adaptations that are possible to alleviate possible problems or difficulties that may otherwise arise. This action plan will then be implemented by the school and remain under constant review.

EQUAL OPPORTUNITIES STATEMENT

We are committed to the principle of equal opportunity for all pupils irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle.

We believe that equal opportunity is at the heart of good educational practice. All pupils are of equal value and deserve equal access to every aspect of school life. They have an equal opportunity to learn and work towards their highest possible levels of achievement. The 'Vision and Values' which we uphold as a school help to emphasize equal opportunities for all staff and pupils at all times. All personnel are responsible for ensuring that we implement this policy.

RY Headmaster, November 2024