



# Abbots Bromley School

## 17.A. EQUAL OPPORTUNITIES POLICY/ STUDENTS

1Statutory Policies	17.A. Equal Opportunities
ISI	Part 3.17
NMS (April 15)	
Author Led	Headmaster / SLT
Date of Review	September 2018
Next Review	September 2019
Comment	Annual Review
Website	Yes

Abbots Bromley School wishes to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment. Our school community consists of a diverse range of people – employees, visitors, students and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings. We aim to comply with the Equality Act 2010 (and Advice for Schools updated June 2014), the DfE Advice for Schools March 2014 (updated August 2017), the Children and Families Act September 2014, Behaviour and Discipline in Schools January 2016 (DfE), Keeping Children Safe in Education Sept 2016 (DfE) and the Prevent Duty June 2015 (DfE).

## **Aims**

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school and boarding environment.

Abbots Bromley School seeks to ensure that students do not experience inappropriate discrimination because of differences arising out of gender, pregnancy or maternity, disability, race, religion or belief, cultural background, linguistic background, special educational need, sexual orientation, gender reassignment or academic or sporting ability. These factors are taken into account in the care of students and boarders, so that care is sensitive to different needs.

By actively promoting equal opportunities and not discriminating either directly or indirectly against students or boarders the school seeks to ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to the school's facilities and resources and where appropriate also to boarding facilities and resources
- It reflects the community it serves and responds to its needs
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Discriminatory incidents are dealt with effectively

## **Equal Opportunities**

All students and adults within the school and boarding environment have a right to be treated with respect. This includes a right to:

- Study, learn, work, socialise and feel comfortable within the boarding environment
- Physical, emotional and verbal respect, free from violence, bullying, abusive language and coercive behaviour
- Respect for their gender, race, age and religious beliefs
- Freedom from sexual comment or harassment
- Access to food appropriate to their religious beliefs
- The safety of their property
- Equal opportunities and appropriate access in relation to learning in the classroom and extended curriculum

Students and adults within school and boarding are encouraged to challenge any inappropriate behaviour or comments.

## **Support**

Support is available for pupils from a variety of sources – see **7.13 Sources of Support for Pupils with Problems or Concerns**

Some pupils may access Learning Support as a source of help: LESCO (SENCO) Ursula Griffiths is responsible for Year 5 -13; in the Prep School the EYFS LES Co-ordinator Melissa Swinnerton is responsible for all students up to Year 4.

Other outside agencies may support pupils as appropriate.

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understanding and skills that they need in order to participate in the school community and in the wider context of an interdependent world
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being in accordance with the Every Child Matters agenda

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline, rewards and sanctions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents