

Earlscliffe (Earlscliffe Ltd)

Policy: Equal Opportunities for Students Policy

Member of SLT responsible: Head Teacher

Date of review: June 2025

Date of next review: June 2026

EQUAL OPPORTUNITIES FOR STUDENTS POLICY

Promoting equal opportunities is fundamental to the aims and ethos of our school. We welcome applications from candidates of diverse backgrounds. This diversity enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Our school is committed to equal treatment for all, regardless of an individual's sex, race, colour, ethnic origin, nationality, religious or philosophical belief, sexual orientation, disability, learning difficulty, body image or social background. We recognise the importance of all pupils being able to learn effectively within the learning spectrum of our school, including those with disabilities.

Code of Conduct

All staff play an active role in monitoring the implementation of our school's policy on equal opportunities.

Use is made of Forums (assemblies), Senior Tutors, PSHE, RSE, SCS and other formal lessons to:

- Promote tolerance of each other and respect for each other's position within our school community
- Promote positive images and role models to avoid prejudice and raise awareness of related issues
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures, and to recognise also bias and prejudice
- Understand why and how we shall deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

Harassment in all its forms is unlawful and unacceptable. Our Behaviour Policy and Anti-Bullying Policy contain clear procedures for dealing with unlawful discrimination. All staff are made aware of the school's desire to see its employees and students promote equal opportunities in every sphere of school life. A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

Monitoring

Our school monitors this policy annually in order to ensure its effectiveness.

English for Academic Purposes

English for Academic Purposes (EAP) is offered to all students for whom English is not a first language. EAP takes various forms including preparation for IELTS and the Cambridge Assessment English (CAE) suite of examinations.

Religion

Students are helped to develop an understanding of their own faith and language(s) within the international setting of the school. Feast days, fasting and times for prayer are respected, and pupils are helped to integrate particular faith needs within the context of their school routines. Faith backgrounds and cultural backgrounds are recognised as important aspects of pupil identity and acknowledged and honoured accordingly.

Complaints

If you have any concern or complaint about the operation of our Equal Opportunities for Students Policy, please refer to the School's Complaints Policy.