



This policy is a whole school policy and also applies to the Early Years Foundation Stage.

### **Statement of Principle**

- St George's School is committed to equal treatment for all regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. Discrimination on the basis of any of these factors is unacceptable in this school.
- Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of others as individuals.
- The primary objectives of this school will therefore be to educate, develop and prepare all our children, whatever their gender, colour, culture origin, sexual orientation or disability for life.
- An equal opportunities philosophy will be practised by all our staff.

### **Aims**

The school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- We will promote awareness of an increasingly diverse society.
- We will present society and the world as it is and as we would like it to be.
- We will create a community of tolerance and understanding for the needs and beliefs of each individual.
- We will teach the children about other cultures, religions and countries thereby giving them a background for understanding.
- We will highlight the needs of people with disabilities and difficulties and teach tolerance and understanding.
- We will build foundations which will enable the children to develop their own good and healthy attitudes to a pluralistic society.

### **Responsibilities**

The Governing Body will monitor and review the working of the policy and procedures by allocation of duties to committees of the Governing Body.

The Head Master has responsibility for the policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, pupils and parents.

The SENCo is Mrs Kenworthy-Brown and she will oversee the provision for all children with Special Educational Needs.

All staff are responsible for following the policy and for reporting incidents of unequal treatment to the appropriate senior member of staff.

## **Practice**

### **Admission**

We follow the School Council's admission policy which does not permit gender, race, colour or disability to be used as criteria for or against admission.

Although St George's School has Christian roots we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. Parents should contact the Head Master with any requests for adjustment to the standard school uniform on religious grounds.

### **Registration**

Pupils' names should be accurately recorded and correctly pronounced. Pupils will be encouraged to respect names from other cultures.

### **Discrimination**

All forms of discrimination by any person within the school will be treated seriously. It will be made clear to any offending individual that such behaviour is unacceptable. If there are subsequent incidents senior staff members will be informed and a meeting set up between the parents and the school.

The school values diversity among the staff. In all staff appointments, the best candidate will be appointed based on strict professional criteria.

All staff should be aware of possible cultural assumption and bias within their own attitudes.

Close liaison with families is important and will be maintained at all times and home/school liaison is particularly important with regard to any situation of discrimination.

### **Curriculum**

All pupils will have access to the school's curriculum. Staff will be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. Very able children enter into this category and teachers will ensure that the children in their care are given opportunities to complement their abilities. The curriculum will highlight, in a positive way, cultural diversity reflecting the value we place on other cultures and societies.

As a school we will undertake to:

- Encourage everyone to value the contribution of others regardless of cultural, sexual, gender or religious differences.

- Provide opportunities for all members of the school community to understand roles in society based on gender, sexuality and religious or political bias.
- Provide the children with the opportunity to experience aspects of different culture at first hand.
- Promote the rights and needs of others.

The curriculum will achieve these aims by:

- Using positive images to combat negative stereotypes.
- Being aware of different types of learning and encouraging different teaching methods to take account of these.
- Ensuring that children with SEND have access to the curriculum through the implementation of the Special Educational Needs Policy.
- Ensuring that the reading and audio-visual material provides positive images of both sexes, different races and cultural backgrounds and people with disabilities.

### **Language**

Staff should be aware of any language or dialect spoken by any pupil and their families. They must be conscious of any racist or sexual connotations on their own use of language.

Pupils and staff must feel that their language or dialect is valued. They must also understand they should not use it to exclude others.

### **Resources**

Wherever possible the resources used in the delivery of the curriculum will be multi- cultural and not discriminatory, containing positive images of all groups.

**Reviewed: April 2018**

**Next review: April 2019**