



THIS POLICY APPLIES TO THE MAIN SCHOOL, THE EARLY YEARS FOUNDATION STAGE
AND THE PRE-PREPARATORY SCHOOL

Equal Opportunities Policy

Policy Statement

The Equal Opportunities Policy makes a major contribution to Danes Hill's responsibilities to promote children and young people's wellbeing. Staff act as positive role models and encourage pupils to understand from the earliest age to value diversity in others and therefore grow up making a positive contribution to society.

At Danes Hill, we understand the importance of providing a challenging and enjoyable learning environment where all are valued and supported. Pupils are provided with equal access and opportunities within the curriculum, both formal and informal, so that when they leave the school the widest possible options are available to them.

The school's equal opportunities policy recognises that the individuality of children (based on gender, age, religion or belief, physical ability, learning ability, other special educational needs, academic or sporting ability, race (including colour, nationality, ethnicity, family, cultural or linguistic background) requires consideration.

The school believes that stereotypes and prejudices require countering to reduce the effects of sexual, racial and social discrimination. The school accepts that, as children mature and their relationships with peers of both sexes develop, their perception of gender roles alters. The school also accepts that such perceptions are influenced by other factors, including home, peer group and the media.

All children have equal opportunity within and equal access to, all areas of the school curriculum. Every pupil is encouraged to participate fully in the full range of activities both inside and outside the classroom.

The school complies with all current legislation concerning unfair discrimination and to promoting best practice in equality of treatment. This policy accords with the following legislation:

- Equality Act 2010
- Human Rights Act 1998

Designated Officer

Miss Monica Bell is Head of Equal Opportunities

Wellbeing is defined in the Children Act 2004 as the promotion of physical and mental health; emotional wellbeing; social and economic wellbeing; education, training and recreation; recognition of the contribution made by children to society; and protection from harm and neglect.

Discrimination can be defined as prejudice against particular groups or individuals, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. A consequence of discrimination can be bullying behaviour by an

individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Prevention of Discrimination

- Efforts are made to carefully select teaching and learning materials and utilise teaching styles which avoid stereotypes and bias.
- Impartiality is demonstrated by teacher time, attention and resources being given equally to all pupils.
- Equality is demonstrated and monitored by staff with giving/delegating responsibility and noting the achievement of all children.
- Rewards and sanctions are the same and fair for all children
- Sports provision is made for all children, allowing all pupils to participate in external fixtures in all major team sports on a half termly basis.
- Separate toilet and changing facilities for PE and swimming are provided.
- Discussions concerning equal opportunities form an integral part of PSHE teaching across the school.
- Form teachers and tutors know the children very well and consequently identify when individuals are not taking full advantage of opportunities on offer and are encouraged to do so.
- Pupils in Year 8 are encouraged to apply for the role of House Captain so that those who are not prefects at the start of the year have an opportunity to hold a position of responsibility. Throughout the year all pupils are carefully observed and prefect status can be awarded at any time.
- Staff ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition.
- Inappropriate attitudes and practices will always be challenged.
- Where appropriate, equal opportunities and the special needs of individuals are discussed at staff meetings.

At Danes Hill, we work with outside agencies such as educational psychologists, occupational therapists, family/pupil medical practitioners and mental health agencies (CAMHS) to support the endeavour of the school in serving the needs of all pupils.

This policy should be read in conjunction with: Danes Hill policies on Behaviour and Discipline, Anti-bullying, Admissions, Headmaster's Commendations and the PSHE and Citizenship schemes of work and IEPs for individual pupils.

Any issues or concerns are passed to the Headmaster/Head of Pre-Prep or Assistant Head (Pastoral Care) & DSL (Designated Safeguarding Lead) .The policy itself is reviewed annually.

MSB/JCT

FULL Date of Policy: 06 February 2019

Date of Policy Renewal: February 2020