

17a

St Paul's Cathedral School

**Equal Opportunities Policy
(May 2019)**

AIMS & PRINCIPLES

St Paul's Cathedral School is a Christian, co-educational community which holds to the values of love, justice, tolerance, respect, honesty, service and trust in its life and practice, to promote positive relationships throughout the school community and where the safety, welfare and emotional well-being of each child is of the utmost importance.

The school aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all of their endeavours.

Through the corporate life of the school, and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community, espouses the democratic process and encourages a close working relationship with parents and guardians.

Aims

- To give every member of the community a sense of worth and personal esteem
- To enable individuals to develop and grow to their full potential
- To recognise that all have both abilities and needs
- To challenge stereotyping
- To challenge attaching negative language to any group
- To encourage mutual respect
- To provide positive role models for pupils

The School's Atmosphere and Environment

The school will provide a welcoming atmosphere and an environment which is safe for all its members.

Relationships within the school will be governed by mutual respect between all its members and behaviour shall include common courtesies.

Anti-social behaviour will be dealt with in a way which ensures fair and just treatment for all.

Inappropriate attitudes will be challenged at all times and pupils will be encouraged to value and respect others through messages in assembly, form time, PSHCE lessons and other meetings such as boarding house meetings.

The school will endeavour to ensure that no pupil whether a day pupil or boarder will experience inappropriate discrimination because of differences arising out of gender, disability, race, religion or belief, cultural background, linguistic background, special educational need, sexual orientation, gender reassignment or academic or sporting ability.

The School's Teaching Resources

The school will seek to assess how the needs of individual children should be met, in particular those with special educational needs, and ensure they are included, valued and supported and how reasonable adjustments will be made for them.

The school has a Learning Support Co-ordinator who has a part-time member of staff to assist them. (See Learning Support Policy)

The school will seek to understand the nature of bias in teaching resources so as to ensure the careful selection of text books and other materials to avoid stereotypes.

Monitoring of the School's Equal Opportunities Policy

Our progress in achieving equal opportunities will be monitored through:

- Half term grades, reports, internal and external examinations;
- merit (house points) and commendation awards;
- internal referrals for misbehaviour;
- parental support at meetings.

Lesson observations during the staff appraisal process will give evidence of promoting and valuing diversity within the classroom as well as of differentiation.

Allegations of racist behaviour, sexual harassment, or other serious breaches of this policy will be investigated and recorded by a senior member of staff, normally the Deputy Head, who will keep the Head apprised of such incidents.

September 2013

Updated March 2014

Name change Sept 2016

Aims and Principles Added April 2019

Reviewed May 2019