



## NEWCASTLE UNDER LYME SCHOOL

### Equal Opportunities and Race Equality Policy

This policy relates to Newcastle-under-Lyme School, including the EYFS. This policy is available upon request to parents and prospective parents and is published to parents and prospective parents on the School's website.

This Equal Opportunities and Race Equality Policy has regard to the Equality Act 2010.

Promoting equal opportunities is fundamental to the aims and ethos of Newcastle-under-Lyme School. Equal opportunities is about valuing differences and recognising that individuals have different needs.

*See also:*

*Curriculum Policy (which includes information about PSHE)*

*Special Education Needs and EAL Policy*

*Special Education Needs and Disability Act (SENDA) Action Plan*

*Safeguarding Policy*

#### **Our commitment to equal treatment for all**

Newcastle under Lyme School recognises its responsibility to treat equally each person who comes into contact with the School. This policy applies to both staff and pupils, and it is the responsibility of all staff to promote practices to overcome prejudice in our community.

We aim to:

1. Promote the principles of fairness and justice for all through the education that we provide.
2. Ensure that all pupils have equal access to the full range of education opportunities provided.
3. Constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
4. Ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
5. Challenge stereotyping and prejudice whenever it occurs.
6. Celebrate the cultural diversity of our community and show respect for all groups.

All members of the School are equally valued, so that they can develop a sense of self-esteem. No-one should be discriminated against because of actual or imagined differences. We

endeavour to make our school welcoming to all groups including minority groups. We promote an understanding of different cultures through topics studied.

All members of the School community are of equal worth and everyone is entitled to be treated with equal respect, courtesy and consideration. This is not only true between pupil and pupil but also between members of staff and between teachers and pupils. Every pupil and employee has the right to equal opportunities irrespective of:

- gender, age, race, religion, beliefs and political beliefs.
- differences of domestic or social circumstances,
- disability, physical appearance
- sexuality and sexual orientation (e.g. Lesbian, Bisexual, Gay, Transgender).

We are an academically selective school from Reception to Sixth Form and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

### **Admissions**

Generous bursaries are offered in the Senior School in order to make it possible for as many as possible who meet the School's admission criteria to attend the School. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.

### **Employment Opportunities**

We welcome applications from candidates to work in our School with as diverse a range of backgrounds as possible. This 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.

### **The role of staff in promoting equality**

Staff play an active role in monitoring the implementation of Newcastle-under-Lyme School's policy on equal opportunities. We aim to raise awareness, and challenge any instance, of unfair discrimination. We aim actively to promote race and gender equality and the principle of school inclusion and to assess and monitor school activities, achievements, outcomes and pupil participation by both race and gender.

These principles should be adhered to in all aspects of school life; in the classroom, in co-curricular activities and through day-to-day interaction. Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the 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.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

School staff protect the rights of pupils. This includes keeping them safe from inappropriate influences or risks such as that of radicalisation (following the government's Prevent and associated programmes: see *Safeguarding Policy and Preventing Extremism and Radicalisation Policy*). If individuals or groups are conscious of being treated unfairly or not being adequately protected they should seek help.

### **Requests for Variation in the School Uniform**

Although Newcastle-under-Lyme School is founded on Christian values, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils at Newcastle-under-Lyme School are required to wear a uniform. The Headmaster will consider written requests from parents for variations in the uniform on religious or gender grounds that are consistent with the School's ethos and its policy on health and safety. The Headmaster may take expert advice, and will normally arrange to meet with parents to discuss the implications of such a request.

### **English as an Additional Language**

In order to cope with the academic and social demands of Newcastle-under-Lyme School, pupils must be reasonably fluent English speakers with the exception of our Nursery. Tuition in English as an Additional Language (EAL) can be arranged via external agencies.

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.

Policy Reviewed at SMT:

September 2020

Next review due:

September 2021