



## **Equal Opportunities Policy**

Stonar School is committed to the promotion of equal opportunities amongst staff and students regardless of gender, gender identity, sexual orientation, age, gender reassignment, creed/religion, race or colour, nationality or ethnic background, pregnancy or maternity, social or marital status or special needs including disability.

All pupils and employees are of equal value and are entitled to equal provision, access, respect, courtesy and consideration.

Stonar School is an equal opportunities employer. Everyone has an entitlement to equal opportunity for growth, fulfilment, achievement and advancement.

Any evidence of harassment, involving staff and/or pupils should be reported in the knowledge that it will be investigated.

The Head or Bursar should be informed if any member of staff considers they have been subject to discrimination of any form.

### **Equal Opportunities Policy – Pupils**

Equal Opportunities is about giving all our pupils every opportunity to achieve the highest of standards. Teachers are rightly concerned when children underachieve and are aware that educational outcomes may be influenced by factors which are outside the control of the school.

The school has a responsibility to promote good relationships and mutual respect. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all our pupils. Classroom activities will encourage interaction between pupils and show no bias, thus enabling them to appreciate alternative perspectives, approaches and learning styles. The achievements, attitudes and well-being of all our pupils matter.

We endeavour to ensure that this approach is inherent in all aspects of a pupil's pastoral, academic and co-curricular provision and in our policies on admissions, curriculum, PHSE and spiritual development.

We seek to provide a supportive and structured environment where pupils and staff can interact with each other without the threat of any prejudice or discrimination.

Stonar School seeks to foster the self-esteem and confidence of all its students and to help them to realise their potential. All pupils are valued and are encouraged to participate in all aspects of school life.

The equal opportunities policy involves the whole school from the nursery to the sixth form, including directors, teaching and support staff.

**A commitment to equal opportunities should be demonstrated through:**

- Positive role models;
- Suitable curriculum provision for all students;
- Suitable and varied assessment strategies to enable all students to demonstrate their potential;
- The setting of realistic and achievable targets which are reviewed on a regular basis;
- Recognition of differences in learning styles;
- An environment which fosters good relationships and encourages mutual respect;
- Monitoring of student success;
- An inclusive approach to teaching, ensuring that all pupils feel able to participate in lessons;
- Staff vigilance over their use of classroom language to ensure they are not consciously or unconsciously introducing any prejudices;
- Clear and equal expectations with regard to academic effort;
- The tutorial and PHSE programme which reinforces values and attitudes that are important for adulthood.

Earlier version dates:           December 2015, November 2017

*Reviewed by the Directors:*    *November 2019*

*Signed:*                                *(Director)*

Next review date:                November 2021