Policy Name	Equal Opportunities				
Effective Date	August 2021	**Date of last revision**	September 2025	**Version No.**	1
Author	Head of School				

Version History				
Version	**Approved by**	**Revision Date**	**Details of Changes**	**Author**

This policy will be reviewed in full by the Advisory Board and the Head of School on an annual basis, or more frequently if there are changes in policy.

Introduction

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

Globeducate schools are equal opportunities employers. Everyone has an entitlement to equal opportunity for growth, fulfilment, achievement and advancement.

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

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

Equal Opportunities Policy - Students

Equal Opportunities is about helping people to develop their potential. Teachers are rightly concerned when students 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. Each academic department is responsible for promoting equality of opportunity in its own subject so that all students can develop their potential within an inclusive environment where all contributions are equally valid.

Classroom activities will encourage interaction between students and show no bias, thus enabling them to appreciate alternative perspectives, approaches and learning styles.

We endeavour to ensure that this approach is inherent in all aspects of a student´s pastoral, academic and co-curricular provision and in our policies on admissions, curriculum, personal, social, health and spiritual development.

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

Every Globeducate school seeks to foster the self-esteem and confidence of all its

students. All students are valued and are encouraged to participate in all aspects of school life.

The equal opportunities policy involves the whole school including students, leaders, 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 students 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
- A tutorial personal, social and health programme which reinforces values and attitudes that are important for adulthood.