ISI Policy Number : 17a
Reviewed by: DJ, JMS
Date: Trinity 2026
Next Review: Trinity 2027

RISHWORTH SCHOOL

EQUAL OPPORTUNITIES POLICY for PROMOTION of EQUALITY, DIVERSITY and INCLUSION

Distribution: School Website, Staff Policy Library

Note: This document should be read with all relevant Rishworth School policies designed for Child Protection, Safeguarding and Human Resources

1. Statement of Commitment

Rishworth School is committed to providing an inclusive environment in which all members of the School community are treated with dignity, fairness and respect.

The School will not unlawfully discriminate against any individual on the basis of the protected characteristics set out in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The School will also seek to promote equality and prevent discrimination on any other grounds which may lead to unfair treatment.

The School is committed to:

- promoting equality of opportunity
- fostering good relations between different groups
- eliminating unlawful discrimination, harassment and victimisation

2. Scope of Policy

This policy applies to:

- students
- staff
- governors
- parents and visitors
- contractors and third parties

It applies:

- on school premises
- during educational visits and activities

- in all school-related contexts, including online activity

3. Legal Framework

This policy is informed by:

- Equality Act 2010
- Human Rights Act 1998
- Relevant DfE guidance
- ISI regulatory requirements for independent schools

The School recognises its duties to:

- avoid discrimination in admissions, education and employment
- make reasonable adjustments for disabled individuals
- take proactive steps to promote inclusion

4. Roles and Responsibilities

The Governing Body

- Ensures compliance with equality legislation
- Monitors effectiveness of this policy

The Head

- Oversees implementation
- Ensures appropriate procedures are followed

Staff

- Must act in accordance with this policy
- Must not discriminate, harass or victimise others
- Must promote inclusive practice

Students

- Are expected to treat others with respect
- Must not engage in discriminatory or harmful behaviour

5. Promoting Equality and Inclusion

The School seeks to:

- provide a broad and balanced curriculum accessible to all
- celebrate diversity and promote cultural understanding
- ensure inclusive teaching practices
- address barriers to participation and achievement

The School encourages all individuals to fulfil their potential in line with its core values.

The School actively promotes respect for diversity, including awareness of different cultures, backgrounds and perspectives, and encourages all members of the community to contribute positively in line with the School's core values.

The School seeks to provide opportunities for students to engage with and learn from a diverse range of communities and perspectives.

6. Harassment, Bullying and Victimisation

The School does not tolerate harassment, bullying or victimisation of any kind.

All matters relating to harassment (including sexual harassment), bullying and victimisation involving staff are managed in accordance with the School's:

Staff Anti-Harassment (including Sexual Harassment), Anti-Bullying and Anti-Victimisation Policy

This policy sets out:

- definitions of harassment and victimisation
- reporting procedures
- investigation processes
- support mechanisms
- preventative measures

This Equal Opportunities Policy should be read alongside that policy.

For students, incidents are managed in accordance with:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Anti-bullying Policy

7. Preventing Discrimination and Harassment

The School takes proactive steps to:

- prevent discrimination and harassment
- create a respectful culture
- identify and manage risks

These steps include:

- staff training
- policy review
- appropriate supervision
- effective reporting mechanisms

The School provides regular training to staff to ensure awareness of equality, diversity, inclusion and the prevention of discrimination and harassment.

The School may take proportionate positive action where appropriate to address disadvantage or underrepresentation.

8. Students

The School:

- provides equal access to education and opportunities
- does not discriminate in admissions unless permitted by law
- supports students with additional needs

Additional provisions

- Pregnant students will be supported in line with statutory guidance
- Students undergoing gender identity considerations will be supported in line with safeguarding and DfE guidance

- All students are expected to behave in a way that promotes inclusion

9. Staff and Employment

The School is an equal opportunities employer and ensures:

- fair recruitment and selection processes
- equal access to training and promotion
- fair pay and conditions

Staff who experience discrimination, harassment or victimisation should:

- follow the Anti-Harassment Policy
- use the Grievance Procedure where appropriate

10. Accessibility and Reasonable Adjustments

The School will take reasonable steps to ensure that disabled students, staff and visitors are not placed at a substantial disadvantage.

This includes:

- reasonable adjustments to facilities and practices
- implementation of the School's Accessibility Plan

The School acknowledges some physical limitations of the site and is committed to ongoing improvement.

11. Reporting and Managing Concerns

Students
Concerns should be reported to:

- Tutor
- Head of Year / House Parent
- Deputy Head pastoral DSL
- Any member of the senior leadership team

Staff
Concerns should be raised (as appropriate) via:

- line manager
- Low Level Concern Policy Routes
- Anti-Harassment Policy routes
- Grievance Procedure
- Whistleblowing Policy (if appropriate)

All concerns will be:

- taken seriously
- investigated appropriately
- recorded in line with data protection requirements

12. Monitoring and Review

The School will:

- monitor equality-related data (e.g. attainment, recruitment)
- review incidents and trends

- publish equality objectives where appropriate

This policy will be reviewed annually or in response to:

- legislative changes
- significant incidents