



St Christopher's School
(including the EYFS, Before and After-School Care)

Equal Opportunities Policy
(incorporating The Equalities Act 2010)

Promoting equal opportunities is fundamental to the aims and ethos of our School. We welcome pupils and staff from 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 person feels valued and can flourish.

The School is committed to the equal treatment of all, regardless of age, gender, sexual orientation, race or ethnicity, language, social background, religion or belief, disability, special educational need or any other personal characteristic.

We welcome applications from pupils with special needs and disabilities and refer parents to our policies covering special educational needs, disability and accessibility plan.

Bursaries are offered 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 bursary scheme can be obtained from the Bursar's office.)

We recognise that the children in our school have a limited knowledge of the diversity of human life and that we have a responsibility to broaden their experience.

We aim to:

- celebrate the diversity of human life as well as emphasising our similarities
- encourage children to show empathy and respect towards others irrespective of differences
- encourage children to challenge popular stereotypes
- provide books that depict in a positive light other cultures, atypical family structures, men and women taking on atypical roles and people with disabilities
- give every opportunity to celebrate the different cultures of all the children and staff in our school
- encourage parents and children to share their own cultures and languages.

We do this:

- in our assemblies
- in PSHEE and RE lessons, in Philosophy lessons and whenever possible in other curriculum areas
- in the playground
- by having zero tolerance of all forms of harassment and bullying
- by positively encouraging boys and girls to participate in all activities e.g. football and cooking.
- by seizing opportunities to reinforce Fundamental British Values.

Involvement of Parents and Guardians

The successful implementation of an equal opportunities policy requires strong and positive support from parents and guardians as well as full acceptance of the School's ethos of tolerance and respect.

English as an Additional Language

We acknowledge that a major part of early years' education focuses on the acquisition of language. The style of teaching in the EYFS also supports the acquisition of language. Young children joining our EYFS, for whom English is not their first language, will not be given any formal extra tuition but the school work in partnership with the parents to enable the child to access the curriculum guided by our SENCO.

School Uniform

We positively welcome all pupils regardless of faith. However, parents should be aware that all pupils at the School are required to wear school uniform. The Headteacher will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and health and safety requirements. The Headteacher may take expert advice and will normally meet with the parents to discuss the implications of such a request.

Staffing

St Christopher's is an equal opportunities employer. We are committed to ensuring that our school is free from discrimination on the grounds of race, religious beliefs, nationality, colour, ethnic origin, gender, sexual orientation, marital status or disability.

The School aims to ensure that all staff have the opportunity to develop and that all employment decisions are taken without reference to irrelevant or discriminatory criteria.

Recruitment and employment decisions will be made on the basis of fair and objective criteria. All externally advertised posts will be advertised internally.

The requirements of job applicants and existing members of staff who have or develop a disability will be considered to ensure that all possible, reasonable adjustments are made to enable them to enter into, or remain in, employment with us. Promotion opportunities, benefits and facilities of employment will not be unreasonably limited and every reasonable effort will be made to ensure that disabled staff participate fully in the workplace.

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Interviews will be conducted objectively and personal or home commitments will not form the basis of employment decisions, except where necessary.

All staff have a right to equality of opportunity and a duty to implement this policy. Breach of the Equal Opportunities Policy is potentially a serious disciplinary matter. Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the grievance procedure.

Complaints

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but copies of the School's complaints procedure are on the website or can be sent to you on request.

Signed *H Crossley* February 2019
Mrs H Crossley
Chair of Governors

Signed *A C Thackray* February 2019
Mrs A C Thackray
Headteacher

Review Date February 2019

Next Review Date February 2021