



ARNOLD LODGE
4 - 18 yrs Co-educational Independent Day School

ALS Equality of Opportunity Policy

Approved by the Directors: September 2019

Reviewed Annually

Next review date: September 2020



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Introduction

This policy is school-wide in its application stemming from the School's legal obligation under The Equality Act 2010 and The Education (Independent School Standards) (England) Regulations 2014; specifically and respectively we are obligated to:

- to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status (applicable only to staff)
- assist pupils to acquire an appreciation of and respect for their own and other cultures in a way that promotes tolerance and harmony between different cultural traditions **and to**
- provide a level of access to the school which allows all pupils, including those with special educational needs and disabilities, to enter and leave the school in safety

Principles

To fulfil our legal obligations, we are guided by a number of principles, namely:

- **All pupils, families and staff are of equal value.** We see all pupils, potential pupils, their parents and carers, and staff as of equal value:
 - Whether or not they are disabled
 - Whatever their ethnicity, culture, national origin or national status
 - Whatever their gender and gender identity
 - Whatever their religious and non-religious affiliation or faith background
 - Whatever their sexual orientation
 - Whatever their marital status
 - Whether they are currently pregnant or have recently given birth
 - Whatever their age
- **We recognise and respect difference.** We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:
 - Disability– we note that reasonable adjustments may need to be made
 - Gender (including transgender) – we recognise that girls and boys, men and women have different needs
 - Religion and belief – we note that reasonable requests in relation to religious observance and practice may need to be made and complied with



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- Ethnicity and race – we note that all have different experiences as a result of our ethnic and racial backgrounds
- Age – we value the diversity in age of staff, parents and carers
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference
- Marital status – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have
- Pregnancy and maternity – we believe that our staff, parents / carers and students should not experience any unfair disadvantage as a result of pregnancy or having recently given birth
- **We foster positive attitudes and relationships**, and a shared sense of cohesion and belonging. We intend that our policies, procedures and activities should promote:
 - positive attitudes and interaction between groups and communities different from each other
 - an absence of harassment, victimisation and discrimination in relation to any protected characteristics
- **We observe good equalities practice in relation to staff**, we ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).
- **We aim to reduce and remove inequalities and barriers that already exist** we intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.
- **We consult and involve ensuring views are heard.** In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account.
- **We aim to foster greater community cohesion.** We intend that our policies, activities and curriculum foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.



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Application of the Principles

The principles set out in this policy will be applied and reflected in:

- the delivery of the school curriculum
- the teaching and learning within the school
- our practice in relation to pupil progress, attainment and achievement
- our teaching styles and strategies
- our policies and practice in relation to admissions and attendance
- our policies and practice in relation to staff
- our care, guidance and support to pupils, their families and staff
- our policies and practice in relation to pupil behaviour, discipline and exclusions
- our partnership working with parents and carers
- our contact with the wider school community

Addressing Prejudice and Prejudice-related Bullying

Arnold Lodge is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and Responsibilities

The School directors are responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The Head teacher is responsible for implementation of the policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- support pupils in their class who have additional needs

Schools Position

The School supports the principle of equal opportunities and opposes discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. Being a committed equal opportunities employer, the School believes all decisions about people in work should be based on the individual's abilities, skills, performance and behaviour. Issues of disability should only be considered against the particular requirement of the job and the needs of the School. The School will take every possible step to ensure that employees are treated equally and fairly in respect of these matters. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.



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Unwanted Behaviour

If you feel that you have been discriminated against, harassed or victimised in breach of the principle of equal opportunities set out above, you are entitled to complain using the procedures set out in Resolving Problems Procedure. Our Grievance Procedures ensure sympathetic handling and, hopefully, satisfactory resolution for all aspects of employees' concerns or dissatisfaction.