



El Alsson

British & American International School

Developing Successful 21st Century Citizens

EQUAL OPPORTUNITIES POLICY

APPROVED: June 2016

REVIEW: June 2019

This Policy is to be reviewed every three years and updated as and when changes occur.

EI Alsson School Equal Opportunities Policy

Introduction

At EI Alsson School, we aim to create and maintain a trusting, secure and happy environment in which ***everyone is valued and respected.***

All members of the school community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes.

Our school community consists of a diverse range of people – teaching and non-teaching staff, students, parents, and visitors. We need to celebrate our differences by understanding them and enjoying the diversity and opportunities these differences bring.

Aims

In order to foster mutual tolerance, our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and by not discriminating (either directly or indirectly) against anyone on the grounds of colour, race, nationality, beliefs or gender, the school can ensure that:

- There is a positive ethos and environment;
- Expectations of all students and staff are high;
- All students and staff have opportunities to achieve their potential;
- All students and staff have access to, and can make full use of, the school's facilities and resources;
- All students and staff understand the meaning of prejudice, how discrimination occurs and how to take a stand against these;
- Racist and discriminatory incidents are dealt with effectively (see Behaviour Policy/ Code of Conduct, Anti-bullying Policy);
- Inclusion issues are taken seriously and are considered in all aspects of school life;
- The school reflects the community it serves and responds to its needs.

Equal Opportunities

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work without disruption or discrimination;
- Physical, emotional and verbal respect, free from violence, bullying and abusive language;
- Respect for their gender, race and age;
- Freedom from harassment, inappropriate comments or inappropriate use of humour;
- The safety of their property;
- Equal opportunities with regard to access to academic programmes, extra-curricular activities and work experience;
- Equal opportunities with regard to student or staff recruitment.

Students and adults within school community are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement with the action.

EI Alsson School Equal Opportunities Policy

We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating discrimination.

In order to achieve these criteria, we are guided by the following principles:

- Every member of the school community should have the right to be healthy and safe, to enjoy and achieve, to make a positive contribution and to achieve economic well-being;
- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- Every student should develop the knowledge, understanding and skills that they need in order to participate in the wider context of an interdependent world;
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities;
- Every member of the school community should feel respected, appreciated and cared for;
- Every member of staff should have equal access to continuing professional development and opportunities for advancement

These principles apply to the full range of our policies and practices, including those that are concerned with:

- Students' progress, attainment and assessment;
- Behaviour, discipline and exclusions;
- Students' personal development and pastoral care;
- Admissions and attendance;
- The curriculum content;
- Staff recruitment and professional development;
- Partnership with parents and communities.

Breaches of policy

Breaches of the Equal Opportunities Policy will be dealt with in line with actions within the Behaviour Policy/Code of Conduct, the Anti-Bullying Policy and Staff Handbooks.

Availability of this Policy

This policy will be available to parents on request and will be published on the school website. It will be available to staff on the school's n-drive.

This policy will be reviewed every three years.