

The Old School Henstead

EQUAL OPPORTUNITIES POLICY

The school seeks to create an environment where pupils and staff are treated on the basis of their merits, abilities and potential and not discriminated against on grounds of age, colour, disability, ethnic or national origin, family circumstances, gender, political or religious beliefs, sexual orientation, size or socio-economic background. The school will continuously strive to engender an atmosphere of respect, tolerance and understanding and to ensure that everyone in or associated with the school is treated with respect and dignity.

To these ends the school will:

- treat all those within the whole school community (ie pupils, staff, parents, Governors and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences;
- create a school ethos which promotes equality of opportunity, develops understanding and challenges myths, stereotypes, misconceptions and prejudices;
- encourage everyone within the school community to gain a positive self-image and high self-esteem;
- have high expectations of everyone involved with the school;
- promote mutual respect and value each other's similarities and differences and face equality issues openly;
- identify and remove any practices, procedures and customs which are discriminatory and replace them with practices which are fair to all;
- continue to develop and implement the plans for improving disabled access.

So far as possible, any incident or complaint involving or impinging upon equal opportunities will be speedily resolved by the school. A written record will be kept of all such incidents. If the matter is not thus resolved, the school complaints procedure will be invoked.