



## **Equal Opportunities Policy**

***This policy is applicable to all College pupils, including those in EYFS***

*This Policy is available on the College website, or upon request from the School Administration Office.*

St Lawrence College is a co-educational day and boarding school. The Governors and management of the school are committed to a policy of equal opportunities for all.

The school has a Christian ethos but welcomes staff and children from different ethnic groups, backgrounds and creeds. Human rights and freedoms are respected. However, this must be balanced with the lawful needs and rules of our school community and the rights and freedoms of others.

We have limited facilities for the disabled but we will do our best to make reasonable adjustments in order to accommodate the needs of the staff and children who have disabilities.

This policy accords with national legislation, as indicated below, and is a general statement of the commitment of the school to Equal Opportunities.

### **Aims**

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy:

- we will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all pupils;
- we seek to develop an understanding of, and promotion of, human equality and equal opportunities;
- we will promote good relations between all members of the College community irrespective of: age, disability, gender reassignment, marriage, civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation;
- we will encourage pupils to take responsibility for their behaviour and relationships with others.

### **The Legal Background**

The main statutory provisions covering discrimination are:

Equal Pay Act 1970  
Sex Discrimination Acts 1975 and 1986  
Race Relations Act 1976  
Rehabilitation of Offenders Act 1974  
Disability Discrimination Act 1995  
Race Relations (Amendment) Act 2000  
Special Educational Needs and Disability Act 2001  
Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002  
Equality Act 2010

Also relevant are: Employment Rights Act 1996  
Equal Pay (Amendment) Regulations 1983  
Human Rights Act 1998  
Employment Relations Act 1999.  
Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000  
The Statutory Code of Practice on the Duty to Promote Race Equality

The School's ethos and aims accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

### **Responsibilities**

1. The Head will monitor and review the working of the policy and procedures, liaising with the Governing Body as necessary.
2. The Head takes practical responsibility for the policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.
3. Heads of Departments are responsible for ensuring equal opportunities within the curriculum. This includes promoting and valuing diversity and differences.
4. The AEN Co-ordinator / SENDCO is responsible for maintaining and updating the school's policy, which contains key elements of relevance to equality of opportunity (see 'Pupils').
5. All staff are responsible for following the policy and reporting incidents of unequal treatment and allegations of any inappropriate attitudes and practices to a member of the Senior Leadership Team.

### **Staff Recruitment**

1. Job specifications will all carry a statement that this School is an Equal Opportunities employer.
2. Applications for all posts, both internal and external, will be welcomed from appropriately qualified persons regardless of age, disability, gender reassignment, marriage, civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation (except where one of these elements is an inevitable feature of the post).
3. People with disabilities will be offered facilities at interview to enable them to demonstrate their suitability for employment.
4. Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment.

### **Staff Development**

1. All employees have equal chances of training, career development and promotion.
2. All recruits to the organisation will be offered induction training which will include a reference to the organisation's equal opportunities policy.
3. Staff development opportunities will be monitored and reported regularly to the Governors.
4. People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

### **Staff (General)**

1. All staff will have equal access to members of the Senior Leadership Team (and to members of the College's Senior Management Team).
2. All staff must be rewarded and remunerated according to the College-wide policy, not according to personal or selective criteria.

3. Further information and advice to staff is available in the Staff Employment Manual.

### **Senior School Pupils**

1. All pupils have equal entitlement to the programmes of the School's curriculum.
2. The School's AEN policy contains information about how the school:
  - meets the individual needs of all children;
  - includes, values and supports all children, including those who are disabled or have additional educational needs, and how adjustments are made for them;
  - is committed to working with parents and other agencies;
  - how the Learning Support Code of Practice is implemented within the school;
  - arrangements for reviewing, monitoring and evaluating the effectiveness of inclusive practices.
3. The Heads of Departments will consider equality of opportunity when compiling/adapting schemes of work.
4. Positive attitudes, including the importance of valuing and respecting others, are encouraged specifically through the Pastoral teams, the Tutor system, Chapel and the PSHE programme.
5. All pupils have equal opportunities in aspiring to positions of responsibility within the school.
6. All pupils have equal access to the care offered by the school's pastoral structure.
7. All pupils have equal entitlement to the school's Games and Activities programmes.

### **Junior School Pupils**

1. All pupils have equal entitlement to the programmes of the Early Years Foundation Stage (EYFS) and National Curriculum (unless not applied), and to other aspects of the school's curriculum, regardless of aptitude and ability;
2. The school's Learning Support policy contains information about how the school:
  - meets the individual needs of all children;
  - includes, values and supports all children, including those who are disabled or have special educational needs, and how adjustments are made for them;
  - is committed to working with parents and other agencies;
  - how the SEN Code of Practice is implemented within the school;
  - arrangements for reviewing, monitoring and evaluating the effectiveness of inclusive practices.
3. The Head of Pre-Prep and Subject Leaders (Prep School) will consider equality of opportunity when compiling/adapting schemes of work;
4. Positive attitudes, including the importance of valuing and respecting others, are encouraged specifically through the SHEEP programme and 'form time'; this includes ensuring that all children understand and are taught to follow school rules and high performance learning expectations.
5. All pupils have equal opportunities in aspiring to positions of responsibility within the school.
6. All pupils must have equal access to the care offered by the school's pastoral structure and no personal or subjective criteria must be applied to the provision of this.
7. All pupils must have equal entitlement to the school's Games and Activities programmes.

See also:

- Admissions Policy
- Accessibility Policy
- AEN Policy
- Good Behaviour Policy

This policy will be reviewed in accordance with the Policy Review Schedule

### Revision History

Version No.	Revision Date	Summary of change	Approved by	Updated by
1.1.	17/01/2020	Whole College version	ER	ER
1.2	28/01/22	Addition of full list of protected characteristics	TM	TM

Reference: Owner: HJS / SS Dep Hd (P) Version: 1.2 Last reviewed: Aug 23 Next review due: Aug 24
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