

Keble Prep School



Equal Opportunities Policy

Aims

It is the stated ethos of Keble School that “the individual counts”. This individual can be any member of the school’s community. It is therefore totally inconsistent with our ethos if there is any unlawful discrimination or abuse on grounds of race, ethnic or national origin, religion or belief, gender, marital status, sexual orientation, age or disability.

Objectives

To support the school’s ethos and aims, the objective of this policy is to reinforce respect, tolerance and consideration for all others within the school community. It is also to ensure the pupils, staff and parents are not adversely affected in any area of the school’s activities by acts of discrimination or abuse. Parents can receive a copy of this policy on request. The policy takes into account guidance given with regard to the Equality Act of 2010.

This policy also applies to the EYFS.

Procedures

- The curriculum promotes respect, tolerance and consideration for others
- The issue of discrimination and also celebration of the school’s cultural diversity form part of the school’s activities in :
 - The PSHE programme
 - Form periods/circle time
 - Assemblies
 - Day-to-day pastoral care
- In accordance with recommended practice, the ethnic and religious composition of the school roll is recorded.
- The school’s Admissions Policy for new pupils is reviewed regularly to ensure that it is appropriate, avoids unlawful discrimination and permits equal entry to the school for members of all groups in society. The same procedures apply when appointing new staff.

- Teaching and ancillary staff are made aware of their rights and obligations through their Job Description, Contract and Disciplinary and Grievance Procedure documentation.
- All members of staff have a right of equality of opportunity and a duty to act in accordance with the school's stated aims and ethos. Any action by an employee which might amount to unlawful discrimination or abuse on the grounds of race, ethnic or national origin, religion or belief, gender, marital status, sexual orientation, age or disability may result in disciplinary action (up to and including dismissal) being taken against the employee through the School's Disciplinary Procedure.
- Breach of the equal opportunity policy is a potentially serious disciplinary matter. An employee who feels that he or she may have been disadvantaged or abused on discriminatory grounds is entitled to raise the matter through the School's Grievance Procedure.
- All contractors and service providers will be required, as a condition of undertaking any work in the school, to comply with the school's equal opportunities policy.
- The school will deal promptly with all incidents of discrimination and abuse
- The Headmaster is responsible for making sure that the policy and accompanying procedures are properly implemented, and for taking appropriate action in cases of abuse, harassment or discrimination.
- The Designated Safeguarding Lead is, in the first instance, responsible for handling reports of neglect or physical, emotional or sexual abuse. He must keep the Headmaster informed of all safeguarding concerns and referrals.
- The Headmaster must report all incidents of abuse or discrimination to the Chairman of the Governors.

[Anti-Racist](#)

[This Policy links to the Anti Racist policy. The school \(Governors and staff\) must be proactive in dealing with prejudice and discrimination. The school's stance must be ANTI RACIST and actively promote diversity in its actions and its recruitment.](#)

Monitoring and Evaluation

The monitoring and evaluation of this policy is the responsibility of the Staff and Governing Board.

Links to other Policies

This policy is linked to the Curriculum Policy, The Teaching and Learning Policy, the Disability Policy, the Anti-Bullying Policy, the Learning Support Policy, the Child Protection Policy and the Behaviour & Discipline Policy.

Review Cycle

The policy should be reviewed every two years.