



Hilden Grange School

Equal Opportunities Policy

Policy reviewed by M. Gough

Review date: May 2021

Submission: June 2021

Policy actioned from: September 2021 – August 2022

Next review date: May 2022

Reviewer's Signature: M. Gough

Head Teacher's Signature: M. Gough

Please note: 'School' refers to Hilden Grange School; 'parents' refers to parents, guardians and carers.

Introduction and Aims

This policy applies to the whole school, including the Early Years Foundation Stage.

Equality of opportunity is central to the ethos of Hilden Grange and applies to all pupils and staff in the schools, irrespective of gender, sexual orientation, disability (within the physical limitations of the main building), race, ethnicity, religion and social circumstances.

Hilden Grange School acknowledges and welcomes its duties under the Equality Act 2010 and aims to:

- be free from discrimination and stereotyping
- provide planned equality of access to a broad and balanced curriculum,
- ensure that this access is not merely formal but is functional, so that all may achieve good standards and develop their talents to the full
- recognise and celebrate diversity
- develop knowledge, understanding and skills that are needed in order to participate in a multi-ethnic society in the wider context of an interdependent world.
- promote positive images and role models to avoid prejudice and raise awareness of related issues.
- help pupils to understand why and how we will deal with offensive language and behaviour.

Admissions

The School admits pupils irrespective of their gender, race, creed, disability or special educational needs, provided that the published entry requirements are met and there are good prospects of meeting their needs without unduly prejudicing the education and welfare of other pupils. We welcome applications from potential pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We aim to educate the individual, to provide a secure environment where each member of our community feels valued and can flourish.

Curriculum

It is the policy of the Hilden Grange School that every child matters. Therefore, in terms of the curriculum, every child shall be entitled to and shall take up a curriculum which is broad and balanced and delivers a general education suited to all pupils across the full age and ability range.

Adjustments for Accessibility

Hilden Grange has a responsibility under the Equality Act 2010 to ensure that disabled pupils are not treated less favourably. Pupils may be selected by ability and aptitude; however, reasonable steps will be taken to ensure that disabled pupils are not placed at a substantial disadvantage in matters of admission and education.

The school seeks to make reasonable adjustments to enable disabled pupils to access the curriculum, to be provided with necessary information and allow physical access to education and associated services.

Monitoring of this policy is ultimately the responsibility of the Head and Senior Leadership Team, but every member of staff is responsible for promoting equality and equality of opportunity within our inclusive school.

Also see the Alpha Plus Group Equal Opportunities and Harassment Policies

Staff

Hilden Grange School is an equal opportunities employer and opposes discrimination in any form, including on the grounds of gender, culture, race or creed. Staff and pupils of all races and faiths (and none) are welcomed here.

In our actions and in our teaching we should aim to promote racial, cultural and religious tolerance and equality. Cultural and linguistic diversity are advantages which enrich the life of the school and the wider community. By actively promoting equality and equal opportunities we expect to ensure that all pupils and staff are able to achieve their full potential for the benefits of themselves, their peers and colleagues and the school.

In our teaching we should aim:

- to give every member of the community a sense of worth and personal esteem
- to enable individuals to develop and grow to their full potential
- to recognise that all have both abilities and needs
- to avoid stereotyping
- to avoid attaching negative language to any group
- to encourage mutual respect
- to celebrate differences between people of different backgrounds whilst acknowledging that people have much in common
- to provide positive role models for pupils of all backgrounds
- to value the role of parents and the wider community in the school.

The school as a multi-faith community:

- whilst the school is predominantly Christian in tradition, it will welcome the insights of other world faiths
- worship will take account of the festivals and prayers of other faiths
- religious education will promote an understanding of and a respect for the major world faiths
- there will be sensitivity to religions and cultural customs in all areas of school life, including diet and uniform.

Other Related Policies

Admissions

Anti-Bullying

Accessibility Plan

Curriculum

Discipline and Behaviour