



ST. ANTHONY'S SCHOOL  
FOR BOYS

## Equal Opportunities Policy

**Policy reviewed by** JW

**Review date:** March 2017

**Submission:** June 2016

**Policy actioned from:** September 2017 – August 2018

**Next review date:** May 2018

**Reviewer's Signature:** JW

**Head Teacher's Signature:** PK

**Circulation:** This policy has been adopted by the governors, is addressed to all members of staff and volunteers, and is available to parents on request. It applies wherever staff or volunteers are working with pupils.

Please note: 'School' refers to St. Anthony's School for Boys; 'parents' refers to parents, guardians and carers.

## **INTRODUCTION**

Promoting equal opportunities is fundamental to the aims and ethos of St. Anthony's School. We welcome applications from candidates 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 concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

St. Anthony's is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties and disability.

## **CODE OF CONDUCT**

The Headmaster, the Senior Management Team and all staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of assemblies, PSHEE, RE, Drama, English and other lessons to:

- Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

## **MONITORING**

The school monitors its equal opportunities policy regularly and reports to the Governors annually in order to ensure its effectiveness. As part of that process, we invite all parents who accept places at the school for their child to complete an ethnic monitoring form.

We hope that all parents will feel able to participate in the ethnic monitoring scheme.

## **ENGLISH AS AN ADDITIONAL LANGUAGE**

In order to cope with the academic and social demands of the school, pupils must be fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

## **COMPLAINTS**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy, but copies of the school's complaints procedure can be sent to you on request.