



WETHERBY
PREPARATORY SCHOOL

α+ Alpha Plus
group

the **Gold Standard** in education

**Wetherby Preparatory School
Bryanston Square
London W1H 2EA**

020 7535 3520

Equal Opportunity Policy

Policy reviewed by:	Nick Baker
Review date:	July 2021
Submission date:	July 2021
Policy actioned from:	September 2021 – August 2022
Next review date:	June 2022
Reviewer's signature:	
Headmaster's signature:	

Circulation: This policy 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 the boys.

Please note: 'School' refers to Wetherby Preparatory School and 'parents' refers to parents, guardians and carers.

Introduction

Wetherby Preparatory School recognises the benefits of having a diverse community, with individuals who value one another, and the different contributions everyone can make. Boys will be taught to value and respect others. The School is committed to being an equal opportunities education provider and employer and is committed to equality of opportunity for all its members.

Aims and Objectives

The School recognises and accepts its responsibilities under the Equality Act 2010 and opposes unlawful discrimination on the basis of the following “protected characteristics”:

- age
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- gender reassignment
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Discrimination

Discrimination can come in one of the following forms:

- Direct discrimination – treating someone with a protected characteristic less favourably than others.
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- Harassment – unwanted behaviour linked to a protected characteristic that violates someone’s dignity or creates an offensive environment for them.
- Victimisation – treating someone unfairly because they’ve complained about discrimination or harassment.

Harassment

Harassment is a distressing, unpleasant experience and Wetherby Preparatory School seeks to maintain a non-discriminatory working environment which is free of harassment and bullying, particularly of an age, sexual (including sexual orientation), racial, religious or disability based nature. Harassment on the grounds of age, sex, sexual orientation, race, religion and disability is unlawful.

Harassment may take many forms, from “banter” to actual physical violence. It may be repeated behaviour, or in serious cases, may involve only a single incident. Examples of behaviour by employees towards students, boys or other employees which may be interpreted as harassment include:

- Insults, derogatory comments, ridicule, pranks or “jokes” of a sexual, religious or racial nature regarding the employee or people that the employee associates with.

- Lewd or suggestive comments about appearances or personal life and sexual activities.
- Inappropriate body contact.
- Display or circulation of sexually suggestive material (e.g. pin-ups), or racist material.
- Requests for sexual favours, including the threat of dismissal, loss of promotion for refusal

Admissions

The School admits boys 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 boys. We welcome applications from potential boys with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our boys 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.

Please see our Admissions policy for more detail (link [to the Portal](#)).

Equal Opportunity – Boys

It is the right of all boys to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of discrimination. We endeavour to make our school welcoming to all and promote an understanding of different cultures through the topics studied by the boys.

- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all boys have equal access to the full range of educational opportunities provided by the school, making reasonable adjustments as appropriate.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Boys who feel they are being discriminated against should talk to a member of staff who will consider their concern or complaint. Alternatively, if parents feel that this policy has been breached or they have any concerns they should raise their concern or complaint through the School's formal complaints procedure. A copy of the Alpha Plus Group Complaints Policy is available on the School website. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the complaints procedure.

Equal Opportunity – Staff

Wetherby Preparatory School wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of age, race, nationality, ethnic or national origin, religion, sex, sexual orientation, gender reassignment, marital status, or disability. We believe that it is in the school's best

interests, and those of all who work in it, to ensure that the human resources, talents and skills of all potential employees are considered when employment opportunities arise. We apply these principles to all employees.

This policy applies to the advertisement of jobs, recruitment and appointment, training, conditions of work, pay and to every other aspect of employment. All terms and conditions of employment and related benefits shall be non-discriminatory, other than where there are legal grounds for discriminating in the case of specific jobs with particular requirements i.e. that an individual of a particular age, sex, race or religion is required to carry out the job. Applicants for employment will be assessed according to their skills, experience and suitability for the job.

If any employee believes that he or she has been discriminated against on the grounds of age, race, nationality, ethnic or national origin, religion, sex, sexual orientation, gender reassignment, marital status, or disability, he/she should initially raise the matter informally with the Headmaster. If the employee wishes to raise the matter formally, he/she should invoke the Alpha Plus Group's grievance procedure as set out in the relevant Policy Statement.

Role of the Headmaster and Senior Management Team

- Implement the School's Equal Opportunity policy.
- Ensure that all staff are made aware of the school policy on equal opportunity, and that teachers apply these guidelines fairly in all situations.
- Ensure that all staff appointments give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.
- Promote the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.
- Treat all incidents of unfair treatment and discrimination with due seriousness.

Role of the Teaching Staff

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 boys 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 boys of all backgrounds

- to value the role of parents and the wider community in the school.

Monitoring

It is the responsibility of the Senior Management Team to monitor the effectiveness of this Equal Opportunity policy.

This is done by:

- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or boys
- monitoring school behaviour so those boys from minority groups are not unfairly treated.