



Sandford International School

Equal Opportunity Policy

Aims

The aims of this policy are to:

- promote positive attitudes to diversity and difference;
- ensure that every child is included and not disadvantaged;
- ensure that children learn to value diversity in others;
- provide a safe and caring environment, free from abuse and harassment and any form of discrimination;
- promote freedom from discrimination and to promote equality of access and opportunity for all members of the school community; and
- be transparent and accountable with a clear complaints procedure.

Policy statements

Equal opportunities underpin the value system of Sandford International School.

The ethos of the school is one of tolerance, understanding and striving for excellence in all. All members of Sandford community are encouraged to understand, appreciate and value the differences between us and to challenge negative labels and attitudes.

Sandford recognises its responsibility to avoid discrimination and to promote equality for pupils, staff and others using the school facilities.

It is acknowledged that discrimination may be **direct or indirect** and includes victimisation and harassment. Promotion of equality must exist in our employment procedures and in our dealings with pupils, parents and other members of the community.

Everybody in the Sandford community commits to treating each other equally irrespective of gender, age, ethnicity, learning needs, race, religion, disability, and beliefs.

Principles

Staff

- We shall not discriminate directly or indirectly in the recruitment or employment of staff on grounds of any of the following: disability, age; ethnicity, gender, faith, religion and belief.
- We shall make every reasonable adjustment so that a person with disabilities is not at a substantial disadvantage in comparison with people who are not disabled.
- We shall not discriminate in relation to recruitment, pay, terms and conditions, promotions, disciplinary procedures, termination, trainings opportunities and employment practices such as dress code.





Sandford International School

Equal Opportunity Policy

- Staff are required, through their behaviour towards each other and towards the children, to foster an awareness of the importance of equal opportunities and respect for others.

Pupils

- We will not discriminate directly or indirectly against children seeking admission to the school or with regard to how current pupils are treated, on grounds of gender, race, ethnicity, disability, religion, or belief.
- All pupils will have equal access to the curriculum.
- Children with Special Educational Needs and Disabilities have equality of access to the curriculum and have their needs met through Learning Support (inclusion).

Promoting Equality

Sandford International School's aims and ethos will be effectively communicated to all members of the community and our policies and procedures will underpin the promotion of equal opportunities. Any incident of discrimination or intolerance will be dealt with promptly.

Race and Ethnicity

Sandford International School is committed to promoting equality of opportunity and to promoting good relations between people of different race and nationality. We will monitor:

- the promotion of race equality through the curriculum;
- attainment levels of pupils from national and international students;
- all racist incidents will be recorded and acted upon;

Disability

The school is committed to promoting equality of opportunity for those with disabilities. A disability is defined as 'a physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities'.

- Sandford International School will make reasonable adjustments to ensure that children with disabilities are not disadvantaged in their access to:
- The physical environment;
- the programme of learning and development offered;





Sandford International School

Equal Opportunity Policy

- the information provided to children and parents; and
- high aspirations and outcomes.

The Curriculum

The curriculum must demonstrate a commitment to equal opportunities. Sandford International School undertakes to

- have regard to the outcomes of 'Every Child Matters' i.e. being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic wellbeing;
- encourage everyone to value the contributions of others regardless of cultural, ethnic, language and religious differences;
- provide opportunities for all members of the school community to understand roles in society free from prejudice based on race, ethnicity, gender and religion;
- provide the children with the opportunity to experience aspects of different cultures at first hand;
- promote the needs and rights of others;
- encourage the development of personal, social and professional relationships; and
- acknowledge individuals' rights and roles in the world of work and the work environment to provide equal educational opportunity regardless of physical ability.

The curriculum will achieve these aims by:

- using positive images to combat negative stereotypes;
- being aware of different types of learning and developing and encouraging different teaching methods to take account of these;
- ensuring that children with special needs have access to the curriculum through the implementation of the special needs policy;
- screening the reading and audio-visual resources to ensure that positive images of women, people of different races and cultural backgrounds and people with disabilities are promoted;
- using assemblies as a forum where the children are encouraged to acknowledge and celebrate individual differences;
- staging events and visits with the aim of promotion equal opportunities using display materials which promote the positive contribution of women to society, racial equality, cultural diversity and awareness of disability;
- involving pupils, staff and parents in welcoming the cultural and ethnic diversity of our community.





Sandford International School Equal Opportunity Policy

Parents

We shall ensure that parents are informed of the principles and philosophies that lie behind our Equal Opportunities Policy. Parents will be made to feel welcome and all reasonable efforts will be made to ensure physical access to the school.

Parents are expected to role model the expectations laid out in the policy. This also includes members of the Board and PTSF.

Staff will respectfully interact with parents.

Complaints

If a parent or carer believes that our practices or procedures are not meeting the aims of this policy or that they or their children have been treated less favourably because of their ethnicity, religion, culture, gender, disability or special educated needs they may make a formal complaint to the Head of School.

This policy will be reviewed annually		
Latest review	by	Anthony Hamilton (Head of School)

