



The Ryleys

Girls & Boys Preparatory School

17a Equal Opportunities Policy

Monitoring:

Headteacher

Named person responsible:

Mrs J. Langford

Reviewed:

September 2024

Policy review date:

September 2026

Equal Opportunities Policy

Our school values the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equal Opportunities Policy extends to adults: staff, parents and carers. This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Principles

1. The Ryleys School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background.
3. Pupils with special needs and disabilities will be included, valued and supported, and all reasonable adjustments will be made for them. We would refer parents to our policy covering Special Education Needs (SEN).
4. Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
5. The primary objective of this school will therefore be to educate, develop and prepare all our pupils, whatever their race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background, for future life.
6. An equal opportunities philosophy will be practised by all staff.
7. This school is committed to emphasising the common elements and values of our multi-cultural society.

The Aim

The aim of this school is to equip its pupils with an awareness of our increasingly diverse society so that pupils will develop a healthy and acceptable attitude to matters of race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background and value and respect others.

Practice

1. Admission

The Ryleys School does not permit race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background to be used as criteria for admission.

2. Registration

Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.

3. Discrimination

All forms of discrimination by any person within the school are to be treated seriously and inappropriate attitudes and practices will be challenged. Any such incidents, whether they take place in the playgrounds, buildings or teaching areas, are to be recorded in the appropriate Incident Book. It is always to be made clear to offending individuals that such behaviour is unacceptable.

- **Pupils**

Where pupils are involved in incidents of a discriminatory nature the appropriate senior staff member (Headteacher, Head of Pastoral, Deputy Head) is to be informed and consideration will be given to involving the parents.

Racist or other discriminatory materials are forbidden in school.

Parents are made aware of the school's commitment to equal opportunities through the Parents' Handbook.

The school's pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

- **Staff**

The school values diversity amongst its staff.

In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.

4. The Curriculum

All pupils have equal access to the school's curriculum. The curriculum promotes the academic, spiritual, moral, cultural and physical development of all pupils, regardless of race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background, and includes provision for Religious Education and the National Curriculum as required by the Education Act 1996 Part V Chapter 1 The Curriculum.

5. Resources

The school's aim is to provide for all pupils according to their needs irrespective of ability, race or religion. Wherever possible staff will ensure that the resources used in all curriculum areas are multi-cultural, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children.

6. English as an Additional Language

The school welcomes pupils for whom English is not a first language. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

7. Pupils with Special Educational Needs

Pupils with Special Educational Needs will be supported by the Learning Enhancement staff according to the SEN Code of Practice under the direction of Mrs Rhiannon Foster, Head of our LE Department. The Ryleys is committed to working with parents and other agencies.

8. Monitoring

The Ryleys School monitors its equal opportunities policy regularly and reports to the Governors annually in order to ensure its effectiveness.

9. 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 found on the school website, obtained from the school office or sent to you on request.