



# EQUAL OPPORTUNITIES POLICY

Also see the school's Admission Policy for registration information.

1. Colston Bassett School is committed to the principle of equal opportunity. The legal framework for this policy is based on the Equality Act 2010. Accordingly, the school will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee or pupil receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, disability, sex, sexual orientation, marital status, age, or being a part-time or fixed term worker. The school's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.
2. The school aims to prepare all pupils:
  - To live, work and be active members of a culturally and racially diverse society;
  - To recognise prejudice and be aware that it threatens human development;
  - To promote tolerance and empathy.
3. All pupils and staff are of equal value, whatever their class, race, disability, learning needs, sexual orientation, age or religion. All our pupils are valued as individuals and have equal rights to education.
4. We endeavour to combat all forms of inequality through our day to day teaching, the careful monitoring of resources, pastoral care and PSHE and Citizenship lessons. We encourage pupils to recognise that social diversity enriches the lives of all.
5. Our broad based and balanced curriculum is accessible to all pupils. Differentiated teaching where necessary gives pupils the opportunity to strive to reach their full potential.
6. Our classroom practice actively combats all forms of discrimination within the context of the subject taught and accepted codes of behaviour.
7. Pupils and adults are encouraged to foster mutual respect for themselves and others, to be positive, tolerant and understanding.
8. All members of staff assist the Headteacher in the monitoring of this policy and the spirit of this policy.
9. The school's **Equal Opportunities Policy** is reflected in all other relevant policies, including the school's **Admissions Policy**.
10. This policy is on the school's website for parents to view.
11. The Directors and staff have the primary responsibility for successfully meeting these objectives by not discriminating in the course of employment against pupils, employees, or job applicants.
12. Discriminatory action should be reported to the Headteacher.

POLICY REVIEWED SEPTEMBER 2016