



Equal Opportunities Policy

As a PNEU school with a broad-based education and caring ethos, Dormer House School encourages an atmosphere of equal opportunity. This policy ensures that we treat people of different races, religions, disabilities, genders, ages, sexual orientations and transgender identities equally and fairly. This policy accords with The Equality Act of June 2010.

Aims and Objectives

It is our aim to ensure that:

- All medical, cultural and dietary needs will be met as far as possible.
- All recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone. (See Staff Handbook)
- All classrooms and communal spaces are respectful environments.
- All children are respected and their individuality and potential recognised, valued and nurtured.
- All pupils have equal access to the full range of educational opportunities provided by the school.
- We use focus weeks, the curriculum, PSCHÉ and assemblies to teach about difference.
- We promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently whilst striving to remove any forms of indirect discrimination that may form barriers to learning for some groups.
- Choice of activities and the use of equipment offer opportunities to develop in an atmosphere free from prejudice and discrimination.
- Appropriate time and opportunity is given to allow the children to explore, acknowledge and value the difference and similarities between themselves and others.
- The anti-bullying policy eliminates discrimination, harassment and victimisation.
- Appropriate materials are selected to help avoid sexual stereotypes and messages about any group of people.

- The school recognises that many different types of family groups successfully love and care for children.
- We challenge and report all prejudice related incidents within the classroom and on the playground using school procedures. The response to such behaviour will aim to be sensitive to the feelings of the victim while at the same time try to help those responsible to understand, overcome and in some cases challenge any prejudices.

At Dormer House School we value each individual, celebrating their uniqueness. We are aware that prejudice and stereotyping are caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes, and respect for all.

We recognise that barriers exist due to stereotyping conveyed consciously or unconsciously by general public perception. We also recognise that some barriers exist due to procedures or systems, which make access more difficult for some groups (e.g. those for whom English is another language, those unfamiliar with the education system). We know that students' special needs bring their own barriers to learning. We have systems in place that challenge these barriers to ensure they are overcome.

Racial Equality

In our school we will strive to eliminate all forms of racism and racial discrimination; promote equality of opportunity and promote good relations between people of different racial and ethnic groups. Should a racist incident occur, we will deal with it in accordance with school procedures (see policies for Behaviour Management). Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

Disability Non-discrimination

We are committed to meeting the needs of those children with disabilities. The school is therefore committed to providing an environment that allows disabled children full access to all areas of learning including additional time to complete certain activities, or modify teaching materials, or offer alternative activities where children are unable to manipulate tools or equipment.

The Implementation of Equal Opportunities

It is the Headteacher's role to implement and monitor the school's policy on equal opportunities and to ensure that staff apply these guidelines fairly in all situations. In event of an incident it is recorded and shared with Headteacher.

This policy is monitored by the Headteacher and the Trustees and will be reviewed annually.

Signed

Date: