

2.15 EQUAL OPPORTUNITIES POLICY

This policy applies to all sections of the school: Senior School, Junior School and Willow Lodge.

- 2.15.1 This school is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment is shared by pupils, staff, parents and governors. We oppose all forms of unlawful or unfair discrimination on the grounds of race, sex or disability and aim to ensure equal treatment for all.
- 2.15.2 Race: We will not tolerate any form of discrimination against anyone on racial grounds, ie on grounds of their colour, race, religion, nationality or ethnic or national origins. Harassment of anyone on racial grounds will be treated as discrimination and may include the following conduct :-
- a. Physical harassment including gestures and assault;
 - b. Verbal or written (including electronic communication) abuse, derogatory name-calling, insults, threats and racist jokes;
 - c. Offensive visual displays including posters and graffiti;
 - d. Issuing/wearing of racist materials, eg leaflets, magazines, insignia;
 - e. Inciting others to behave in a racist manner;
 - f. Making racist comments or suggestions in the course of discussions or lessons;
 - g. Refusing to co-operate with others on racial grounds;
 - h. Isolation or exclusion from social activities.
 - i. Offensive visual displays including posters and graffiti.
- 2.15.3 Disability: We will not tolerate any form of discrimination against anyone on the grounds of any disability, physical or mental, that they may have. Harassment of anyone on such grounds will be treated as discrimination and may include :-
- a. physical harassment including gestures and assault;
 - b. verbal or written (including electronic communication) abuse of any kind
 - c. visual displays of offensive material including posters and graffiti;
 - d. refusing to co-operate with others on grounds of their disability;
 - e. isolation or exclusion from social activities;
 - f. making offensive remarks about a person's disability inside or outside lessons.

- 2.15.4 The Admissions policy acknowledges that the school selects for admission those children judged best able to benefit from the education offered at The King's School. The criteria used in the entrance procedures will seek to maintain the academic standards of the school.
- 2.15.5 The School is committed to providing equality of opportunity, as outlined in the equal opportunities policy.
- a. welcomes applications from parents of children with disabilities
 - b. will recognise and value the contributions and achievements of disabled pupils
 - c. wishes to promote the social inclusion of disabled pupils by facilitating access to the full range of social and extra-curricular opportunities
 - d. will make reasonable adjustments to avoid putting disabled pupils at a substantial disadvantage.
 - e. will not treat disabled pupils less favourably than those without disabilities.
 - f. will consult with parents, feeder schools and appropriate external agencies how best to meet the specific needs of any disabled pupil.
 - g. will consider and, when necessary implement, an awareness-raising programme for pupils already in the school.
 - h. will provide appropriate in-service training which will reflect our wish to improve the knowledge, skills and understanding of all staff, including non-teaching staff, so that they may feel confident about providing quality support for disabled pupils.

- 2.15.6 Informal Procedure for dealing with incidents of discrimination:
- a. Individual(s) subjected to any form of discrimination should try and resolve the problem informally before or instead of invoking the formal procedure.
 - b. Any incident should be reported to a member of staff who will consider with the individual or group how the problem might best be resolved on an informal basis. The member of staff will also inform the Deputy Head (Pastoral).
 - c. At any time during such process and/or if an informal approach proves unsuccessful in resolving the issue, the individual(s) may invoke the formal procedure.
- 2.15.7 Formal Procedure for dealing with any incident of discrimination or harassment
- a. Any such incident must be reported to the Deputy Head (Pastoral).
 - b. Any such incident will be recorded.
 - c. A senior member of staff will interview, within 72 hours of the alleged offence, the individual(s) against whom it was committed. Written statements will be taken at the interview and signed.
 - d. The senior member of staff will then interview the individual(s) who committed the alleged offence. Written statements will be taken at the interview and signed.
 - e. Parents/guardians of any pupils involved in the incident will be informed.
 - f. Victims of harassment/discrimination will receive appropriate support and counselling. All reasonable steps will be taken to protect the victim(s) from any retaliation.
 - g. The senior member of staff will report the outcome of his findings to the Headmaster who will decide whether any sanction is required.

Sanctions against breaches of equal opportunities policy

- 2.15.8 If a pupil or group of pupils is considered to have committed a breach of this policy, then the school will apply an appropriate sanction which will be recorded in the pupil's personal file. Members of staff with pastoral responsibility for the pupil(s) will be informed.
- 2.15.9 Appropriate sanctions include the following:-
- a. perpetrators of physical harassment may be suspended or expelled;
 - b. perpetrators of verbal abuse will be given school detention;
 - c. repeat offenders may be suspended or expelled.
- 2.15.10 Training: The Headmaster will ensure that all members of staff are fully aware of their responsibilities in respect of equal opportunities, harassment and discrimination on grounds

of race, gender or disability and that pupils are aware of this policy. Where appropriate training can be identified it will be made available to members of staff.

Monitoring/Evaluation

- This policy will be kept under review and will be evaluated at least annually.
- An analysis of incidents will be undertaken with a view to informing or amending practices or procedures.
- Where discrimination has been found to have taken place those involved will be monitored to ensure there is no repetition.

2.15.11 Appeal to Conciliation Committee

Complainants not satisfied with the manner in which the complaint has been treated or the outcome of the complaint may appeal to the school's conciliation committee (except in the case of expulsion) where separate review procedures apply) whose task is to look at issues in an impartial and confidential manner. The convenor of this committee will arrange a meeting with the victim(s) which will be attended by the Headmaster, the Deputy Head Pastoral and, where relevant, appropriate and possible, the pupil or group of pupils considered to have committed a breach of this policy. The convenor will attempt to reach a resolution of the complaint and will notify the victim(s) of the committee's conclusions within fourteen days of the meeting.

THIS POLICY WILL BE REVIEWED IN SEPTEMBER 2018