



EQUAL OPPORTUNITIES POLICY

This policy applies to: All St Christopher's Prep staff

Policy owner:	Head
Frequency of review:	Bi-annually
Dates of previous reviews:	Jan 2021, Sept 2021
Date of next formal review:	Jan 2023
ISI Reference code (if applicable):	
Linked policies / documents:	
Comments:	

	Name (role):	Date:
Reviewed:	E Lyle (Head)	Sept 2021
Ratified (Governor):		

EQUAL OPPORTUNITIES POLICY

St Christopher's School confirms its opposition to unfair discrimination and commits itself to a comprehensive policy of equal opportunities for its pupils and staff. This policy applies to the whole school, including EYFS.



AIMS

- We aim to give all our pupils educational experiences which will enable them to develop their full potential
- We aim to ensure that every pupil has an entitlement to a broad and balanced curriculum
- Through our curriculum we aim to pursue high individual achievement for all pupils
- We aim to ensure there is equal access and opportunity to the curriculum, regardless of our pupils' backgrounds, ability, gender or ethnicity

EXPECTATIONS

- Care will be taken to promote and expect the same standards of behaviour for girls and boys
- Positive action will be taken to develop high self-esteem and self-confidence in all pupils
- Attitudes will not be based on stereotypes
- All pupils will be encouraged to develop positive attitudes towards diversity
- All pupils will be encouraged to become respectful, caring and value each other, regardless of ethnicity, gender or ability
- Inappropriate attitudes and practices will be challenged by teachers in PSHEE lessons and circle times, during form periods or in whole-school assemblies
- The recruitment, selection, training and promotion of staff will be based solely on the criteria of merit and ability. No employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, sexual orientation, domestic circumstances, age, disability, political beliefs or religious conviction.

CURRICULUM

- All children will have equal access to the whole curriculum. However, in some circumstances it may be beneficial for an individual to give up certain subjects so as to concentrate on those which will be of most benefit in future schools
- All children, subject to their timetable, will have equal access to the range of extra-curricular activities provided during their time in the school, although some activities may be more relevant to younger or older pupils
- Pupils will develop the necessary skills to recognise and challenge bias and prejudice specifically through PSHEE & Citizenship lessons and assemblies, but also through the whole curriculum
- Pupils will be encouraged to take responsibility for their own learning in all areas of the curriculum
- All pupils will be given opportunities to organise, lead and care for others in the school
- New resources and materials purchased for the school will positively reflect the diverse nature of society

MONITORING AND EVALUATION

- All staff will be responsible for the implementation of this policy, and any incident of discrimination should be reported to the Headmaster who will monitor and evaluate the School's commitment to inclusive practices



St Christopher's Prep

A Brighton College School

- The Equality & Diversity Committee regularly meet to monitor and evaluate and give any recommendations to the Headmaster

Please also refer to the Learning Support Policy and our Accessibility Action Plan.

Last reviewed: January 2021

Next review: January 2023