

PORT·REGIS

POLICY NAME	Equal Opportunities Policy Pupils	POLICY OWNER	Senior Deputy Head
APPROVED BY	Education Committee	DATE APPROVED	January 2022
DATE OF LAST REVIEW	January 2022	DATE OF NEXT REVIEW	October 2023

17a - Equal Opportunities Policy – re Pupils

Port Regis is committed to a policy of equal opportunities for its pupils. It will not discriminate against anyone on grounds of their racial or ethnic origin, gender, sexual orientation, religious beliefs or practices or, where practicable, disabilities. The policy extends to the school's recruitment and admission procedures.

The school's approach to education is to recognise the needs of each individual member.

- We recognise that we have an important part to play in encouraging positive and questioning attitudes toward Equal Opportunities in the context of the wider community. Developing understanding of the views and rights of groups to which we might not ourselves belong is an important part of learning to live in society.
- The school's curriculum is enhanced by children learning to understand and respect differences of gender, sexual orientation, race, religion, age, ability and disability and social disadvantage. These issues are dealt with in Life Skills lessons but should also be reinforced within the wider culture of the school. Racist, homophobic or sexist language and behaviour, and other acts of intolerance will not be accepted.
- Children learn much about life from the behaviour of adults around them, and the staff and governors aim to provide an environment which encourages respect towards every individual in the school. Staff aim to set a good example to pupils to encourage them to grow up conscious of the importance of equal opportunities and respect for others.
- We see it as important that girls and boys should grow up perceiving each other as equals and should learn mutual respect for each other regardless of gender. We recognise that we as a school have a duty to promote gender equality.
- The school will also support and make appropriate provision for any child experiencing questions about their gender identity, and will ensure that such cases are sensitively handled, in consultation with the wishes of the child's parents.
- The school will respect the ethnic diversity of both pupils and staff and will foster positive attitudes towards our multi-cultural society.
- The school will also respect the cultural diversity of pupils, and welcomes the enrichment of the environment which this brings.
- Where cultural differences come into conflict with the school's own ethos of equality, pupils should be reminded of the need to respect the school's ethos as a condition of being a member of our community.
- We will continue to recognise and value differing religious belief systems. Staff and pupils will be informed and made aware of relevant religious festivals and of any implications they may have for certain pupils. Whenever possible in the life of the school, opportunities will be used to increase religious awareness and tolerance.

- The school will make every effort possible to accommodate pupils with a disability, including practical and reasonable provision for those with a mobility issue
- All members of staff will be encouraged to adopt a consistent policy of praise of achievement and effort. Individual needs must be recognised. Our behaviour policy, linked to the Life Skills programmes, is designed to promote pupil self-esteem and self-confidence.
- The school will endeavour to ensure that both boys and girls have full entitlement to a broad and balanced programme and opportunities, and that due attention is paid to their diverse dietary, language and cultural needs. Specific dietary requirements will be accommodated where possible through liaison with the Catering department, while language support is provided through the EAL department. House parents will liaise with the Head of Boarding to make appropriate provision for pupils who need to attend religious obligations off site.

The continuing development of equal opportunity requires hard work, care and dedication and we trust that all parents, guardians, carers and partners will give their full support to the school in this vital aspect of the life of the school.

The Headmaster is responsible for ensuring that the policy is adhered to at all times. Any pupil, parent or staff member who considers that there has been a breach of the policy should inform the Headmaster who will investigate the matter and take appropriate action to remedy the breach.

Authors: JSW, AF, RRE