

# Greenwich House Independent School

## Equal Opportunities Policy

This policy is formulated within the requirements of the Equality Act 2010 and other statutory obligations relating to this policy. Throughout this policy the following are quoted and referred to:

- The Department for Education publication, The Equality Act 2010 and schools - Departmental advice for school leaders, school staff, governing bodies and local authorities - May 2014
- Technical Guidance for Schools in England - Equality and Human Rights Commission

Greenwich House Independent School (including the School, Kindergarten and Creche) ("Greenwich House") understands that issues of equality and how it applies in relation to admissions, the way it provides education to its pupils (including the promotion of fundamental British values), and provides its pupils with access to any benefit, facility or service and in exercising discipline are integral to the education it provides and to its Aims and Statement of Intent. Greenwich House understands that issues of equality are also integral to how it recruits and employs individuals in the delivery of its pupils' education. The guidance referred to above provides details of the specific application of the Equality Act 2010 to particular sets of circumstances including how the requirements under the Act in limited situations are balanced against other statutory duties or legitimate interests. This policy should be read with this in mind although this in no way negates the striving of Greenwich House to implement the Equality Act 2010 nor its endorsement of the spirit of the Act. Greenwich House endorses and recognises all legislation and relevant existing codes of practice for the promotion of equal opportunities for all. All other Greenwich House policies and procedures should be read in light of this policy to ensure that the implementation, execution and day to day operation of the requirements of this policy are underpinned.

This policy is brought to the attention of every employee, parent or carer, applicant, and pupil. A copy is published on Greenwich House's website and so is also available to prospective visitors. Copies of the guidance (which has been quoted and referred to throughout this policy and, which provides further details of the obligations incumbent on Greenwich House) is available on the following websites:-

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-schools-england>

Greenwich House Independent School believes that it is the right of everyone (including its pupils, prospective pupils, parents and carers, employees and visitors) to be treated as an equal and with respect, and that discrimination, harassment and victimisation in any form on the basis of age, sex, marital status, race, disability, religion or belief, cultural or national origin, sexuality, gender reassignment or, pregnancy and maternity/paternity will not be tolerated. Greenwich House Independent School recognises that discrimination can

occur against persons on the basis of their association with another (eg a parent or carer) and on the basis of the characteristics which another perceives a person as having. As mentioned above it acknowledges that, in some cases, for example the streaming of pupils into year groups, the rights under the Equality Act 2010 are balanced against other considerations but this does not limit Greenwich House Independent School's striving to implement the full spirit of the Act.

Greenwich House Independent School staff, parents and carers, and, pupils are encouraged to provide:

1. A positive role model, that promotes non-stereotypical images.
2. An environment in which every child and, where appropriate their parents and carers, will be encouraged to join in all activities
3. A challenge to language, preconceptions or actions which prejudice the spirit of this policy.

### **Provision of equal opportunities within the operation and curriculum of the School, Kindergarten and Crèche**

Greenwich House Independent School will within the content and delivery of its curriculum demonstrate its above mentioned belief that it is the right of every person to be treated as an equal and with respect and, regardless of age, sex, marriage and civil partnership, race, disability, religion or belief, cultural or national origin, sexuality, gender reassignment, pregnancy or maternity. In accordance with its established ethos and its statutory duties it will, for example:-

- acknowledge the diversity of religious practices, customs and festivals and provide opportunities for parents, carers and pupils to share in these whenever possible;
- encourage all parents and carers to help with various activities;
- invite both male and female visitors/speakers/coaches etc.;
- organise group activities which avoid dividing children by gender, e.g. 'girls line up first', 'Let the girls tidy up', 'I want three strong boys', etc
- be careful to avoid statements which divide children for example in respect of gender the phrases 'two quiet girls,' 'boys don't cry', 'little girls don't fight', etc.; collect and use resources which represent different cultures and practices for example in the provision of costumes and dressing up clothes.
- demonstrate a positive attitude to different races, cultures and practices at discussion times;
- encourage people from different backgrounds to become involved in our work;
- emphasise the value of cultural and personal diversity;
- cook and provide recipes from around the world and from different cultures and provide the opportunity to see how they are cooked;
- provide a range of paints enabling children to approximate their own skin tone and that of others; and,
- take care to avoid negative stereotypes of all kinds developing in the minds of the children.

## **Recruitment and employment of staff**

Greenwich House Independent School aims to ensure that individuals are recruited, selected, trained and promoted on the basis of occupational skill, aptitude and performance requirements.

In this respect, Greenwich House Independent School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, sex, marriage and civil partnership, race, disability, religion or belief, cultural or national origin, sexuality, gender reassignment or, pregnancy and maternity/paternity.

Breaches in the requirements of this policy should always be referred to the Head Teacher who will take the necessary action and, when appropriate, invoke the schools Disciplinary Policy.

Signed on behalf of the setting by;

..... Head Teacher

Date: reviewed 2016

reviewed August 2017

Reviewed August 2018

Reviewed September 2020

Reviewed September 2021