ABBOTSHOLME SCHOOL

Equal Opportunities & Diversity Policy

This is a whole school policy and applies to all members of the school including EYFS.

All pupils will be treated fairly and have equal opportunity to develop their full potential in education, work and leisure. The progress and well-being of every child is important; all members of the community are valued. The school encourages respect for other people with regard to the protected characteristics set out in the 2010 Act. We will not tolerate discrimination on the grounds of ability, age, disability, ethnicity, gender and sexual persuasion. We expect all pupils and staff to avoid any behaviour which makes another person or group of people feel unaccepted, uncomfortable or vulnerable.

The ethos of the school emphasises mutual respect and the school Behavioural Charter expects everyone to promote and support an environment where all members of the community feel safe, happy and secure. We want everyone to maximise their potential and be valued for the contribution they make. Everyone is important as an individual, is respected and valued for who they are and what they can offer and accepts that other people have differences and contributions to make.

Inappropriate attitudes and practices will be challenged and school sanctions will apply.

We welcome children from many different ethnic groups, backgrounds and creeds. Human rights and freedoms are respected but must be balanced with the lawful needs and rules of our school community and the rights and freedoms of others. All Abbotsholmians will be treated equally, irrespective of their or their parents' race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, orientation, property, birth or other status.

We expect all of our pupils to attend chapel and assemblies, which are an integral part of school life. All Abbotsholmians must be in sympathy with the school's aims and policies.

Aims

- We aim to 'educate the whole person' allowing all pupils to achieve. Each pupil has access to the whole curriculum
- We value everyone as an individual. We recognise all pupils are different
- We want all pupils to have high expectations.

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- We want all our pupils to have self-confidence and high self-esteem.
- We promote and value diversity and difference.
- We want all pupils to recognise and value differences between themselves.
- We recognise that there is diversity in the learning and characteristics of all pupils.
- We strive to meet every pupil's learning needs, enabling all pupils to achieve their potential in all areas of the curriculum.
- Each pupil should experience different learning and teaching styles to maximise achievements
- Each pupil should be prepared for life in a multi-cultural society and be encouraged to bring their experiences into school life
- Pupils are encouraged to challenge prejudice.
- The promotion of partisan political views is not allowed and where political issues are brought to the attention of pupils they are offered a balanced presentation of opinions and views
- We stand against all forms of discrimination. We support all pupils by equal opportunities and fair treatment.
- We provide an environment where discriminatory attitudes and behaviour are challenged.
- We educate and give awareness of issues to reduce and eradicate prejudice.
- We recognise in our pupils, teachers and teaching the contribution made by all and avoid reinforcing stereotypical views.
- We provide role models.
- All subjects are available to all pupils.
- All subjects reflect the interests of all pupils. Staff should encourage all pupils to be equally involved in lessons.
- Abbotsholme has internationalism as one of its Round Square Pillars. We are a multinational and multi-cultural community.
- We accept the cultural identities of all.
- We prepare pupils for living in multi-cultural society.
- We promote an understanding of different cultures, both in class and in school life.
- We provide a curriculum which emphasises positive aspects of all cultures.
- Schemes of work will recognise the importance of contributions made by different cultures.
- Pupils are encouraged to share their own experiences.
- All stereotypical language and views will be avoided. Work will be reviewed with this in mind.

- We take action immediately when discriminatory behaviour is suspected. Discriminatory behaviour is not acceptable. If suspected help and support will be given to both victims and perpetrator. Parents will be informed and there is a structured punishment (see bullying).

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