



# The Priory School of Our Lady Of Walsingham



## Equal Opportunities Policy

Reviewed by: Executive Committee

On: .....

Next review due: September 2024

Signature of Principal .....

# Equal Opportunities Policy

*This policy supports and complements all the School's other policies.*

*This policy also applies to the EYFS.*

Priory School aims to provide a welcoming, supportive and secure environment for all members of the School community. This includes pupils, parents / guardians, and all teaching and non-teaching employees.

The School recognises that it is the responsibility of the entire School community to ensure that Equal Opportunities, as laid down in the Equality Act 2010, must be reflected in everything that the School does – in both its organisation and management and also the curriculum.

The School aims to provide equality of opportunity for all, regardless of race, age, religion or belief, disability, gender reassignment, marital or partnership status, sex, sexual orientation or pregnancy & maternity. The School will not discriminate against any person either directly or indirectly.

## Admissions to the School

None of the categories in the previous paragraph will apply when decision on pupil admission to the School are made. Such decisions focus solely on whether the School considers an applicant capable of responding to the type of education that the School provides.

## Teaching Staff's Responsibilities

All pupils must be made aware of this policy. This must be done through the PSHE sessions, though mainstream class teaching (ensuring that pupils learn to respect each other in the cut-and-thrust of good class sessions), through RSE, through break, lunchtime and after-school supervision, and – perhaps most important – through tutor time. Pupils should understand clearly that any action which could be construed as unlawful harassment, bullying or discrimination on the grounds of race, religion, sexual orientation, gender or disability may result in disciplinary action being taken against the pupil. The School has a zero-tolerance policy on this. The School has a clear and specific policy on language “Language Rules” linked to the protected characteristics of the Equality Act.

## The Teaching and Non-Teaching Staff

The School seeks to ensure that appointments to both teaching and non-teaching positions are made on the basis solely of criteria appropriate to the post in question. No discrimination will be used against anyone applying for a post on the grounds of the categories listed in paragraph 3 of this policy document. Similarly, this will apply to opportunities for training and promotion.

Any employee of the School found to be in breach of this policy or found to have committed any action potentially amounting to unlawful discrimination according to the criteria set out in the paragraph 3 above may render him/herself subject to disciplinary action in keeping with the School's Disciplinary policy. Such action may result in dismissal. Any employee who feels that he/she has been discriminated against is invited to refer to the School's Grievance Procedure for guidance on how to proceed.

Authorised by the Principal, Mr David EJJ Lloyd

September 2023