

Policy Name:	Equal Opportunities, Inclusion and Cultural Diversity Policy
Policy Number:	A13

Staff member responsible	Revision Date	Approved By	Approval Date	Reason
Jonathan Slot (Head)	September 2022	Board of Governors	December 2022	Annual update
Jonathan Slot (Head)	August 2023	Due for review by Education committee in Spring 1	April '24	Annual update
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This policy is applicable to the whole school including Early Years

Shaping Brighter Futures

We provide an inspiring and joyful education that will be remembered for a lifetime and which empowers our children with the confidence, knowledge, skills and character to thrive. We are shaping brighter futures.

School Aims:

At St Neot's education is full of fun and good humour. We want every child to enjoy their time at school, to feel part of a community that holds family values at the core. We are determined that our children not only learn outdoors but learn about the outdoors. We want to create well-rounded, independent thinkers that are not only confident in their academic ability but hold the soft skills necessary for Senior School and the world ahead.

The St Neot's Way is:

- *Where we promote a true sense of community, family values, a love of the outdoors and a commitment to having fun.*
- *Where every child comes into school feeling safe, valued and with a broad smile on their face; and who returns home with uplifting stories to tell.*
- *Where a first class, personalised, rigorous academic journey is matched by an enriching, broad and challenging co-curricular programme.*
- *Where the children's character, contribution and service is as valued as their academic success.*
- *Where the children's physical wellbeing is surpassed by their mental wellbeing.*
- *Where highly skilled, passionate and dedicated teachers, working in first class facilities, are full of ambition for themselves and the children in their care.*

St Neot's Values

Happiness Kindness Self-Belief Honesty Respect

This policy ensures that all the aims of the school are relevant to and available to all students regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background.

Respect for all people implies Equal Opportunities and an awareness of all abilities and cultural diversity.

Introduction

Promoting equal opportunities is fundamental to the aims and ethos of St Neot's Preparatory School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

St Neot's school is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

At St Neot's School, we are committed to providing a high quality education for all pupils and to developing the potential of all staff through the provision of high quality professional development opportunities.

We are committed to lifelong learning and involving parents in both their children's and their own learning and want to support the development of cultural and personal identities. We feel it is vital that we prepare our pupils for full participation in our culturally diverse society.

School Context

It is important for us to understand the context in which the school is set, including the needs of the community, in order that we successfully meet the needs of all pupils.

At St Neot's, we expect all children to achieve, regardless of pupil mobility and regardless of how much or little schooling our children may have had prior to entry and what social conditions are affecting them. We take a child and build upon what he or she brings from home, from another school, from another culture. We will attempt to make reasonable changes to the curriculum and we will do our best to provide the children with opportunities and support to achieve at the highest level within St Neot's curriculum.

We are committed to implementing a policy to provide Equal Opportunities for all, Equalities Act 2010. We recognize that preparation for life in a multicultural society is relevant to all pupils and should permeate every aspect of the curriculum and be part of the spirit and ethos of the school. This policy should be seen in the areas of gender, ethnicity, religion, ability, disability, social circumstances, sexual orientation, specific learning difficulties, protected characteristics, admissions and assessment. It is applicable to pupils, staff, governors, visitors and anyone connected with the school. The School will not treat disabled pupils less favourably. The school will take reasonable steps to avoid putting disabled pupils at a substantial disadvantage (the 'reasonable adjustment' duty) in matters of admission and education. CRR Sept '23

We welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN), and Disability Inclusion Policy.

St Neot's has an accessibility plan to enable disabled pupils to participate as fully as possible in the school curriculum, to improve the physical school environment, to increase the extent to which disabled pupils can take advantage of the benefits and to improve the delivery of information for disabled pupils.

Role of Staff

The Head, the Senior Leadership Team, pastoral staff and the Deputy Head Pastoral play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of Assemblies, PSHE/ RE, Drama, English, form time, House meetings and other lessons to:

- Promote tolerance of each other and respect for each other's position within the St. Neot's school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Procedures

Admission

The school's Admission Policy does not permit sex, race, colour or disability to be used as criteria for admission.

Registration

Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.

Discrimination

All forms of discrimination by any person within the school are to be treated seriously. A record must be kept of such incidents, whenever they take place in the school. It should always be made clear to offending individuals that such behaviour is unacceptable - the school aims to recognise and counter racial prejudice. All forms of racial abuse must be reported to the Head or the Deputy Head of Pastoral who will record the incident and formally report the incident to the Governing Board. 'Schools should be proactive in responding to bullying on the basis of protected characteristics. The use of racist language, for example, by pupils towards each other should not be tolerated or dismissed as 'banter' but tackled assertively (as bullying where appropriate) with a view to preventing it from happening.' CCR part 1 Sept 2020.

Pupils:

If there are subsequent incidents, then the Head must be informed and consideration given to involving the parents. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti should be immediately removed. Parents are made aware of the school's commitment to equal opportunities through access to this Policy through the website and through our actions at school.

Staff:

The school values diversity amongst the staff. It aims to provide equality of opportunity for all staff. In all appointments, the best candidate will be appointed, based upon strict professional criteria. All staff should be aware of possible cultural assumptions and bias within their own attitudes. In order to understand the background and experience of ethnic minority pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families in the school is beneficial to all concerned. Support and advice is available from the Local Authority's multicultural support service. The school's Deputy Head Pastoral and the pastoral care coordinators (Head of Years) should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

The Curriculum

All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive, and must not highlight sexual and cultural diversity. It will provide a broadly based and balanced curriculum of the highest quality, which enables pupils to achieve high standards and which makes provision for developing the particular abilities and full potential of each pupil/adult as an individual. Children are taught in mixed gender groups. However, boys and girls may be separated for some activities, such as certain sports and for some topics covered in PSHE such as those on growing up.

Language

English as additional Language

It is our aim to help EAL pupils to become confident and fluent in speaking and listening, reading and writing in English in order to be able to fulfil their academic potential. English as an Additional Language (EAL) can be arranged with St. Neot's Learning Support Department. Please refer to our EAL Policy.

The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families. Staff must be conscious of any racist or sexist connotations in the language they themselves use. Pupils and staff must feel that their language or dialect is valued.

It would be unlawful discrimination in England, for example, to make girls sit at the back, limit subjects they can study or the careers advice available to them, because they are girls. CRR Sept '18.

Resources

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origin. Whenever possible, staff should ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

Practical Application

Statements of Principle

Discrimination on the basis of colour, culture, origin, sex or ability is unacceptable in this school.

Every pupil and teacher will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of each other as individuals.

The primary objective of this school will therefore be to educate, develop and prepare all our pupils whatever their sex, colour, culture, origin or ability, for life in a multicultural society.

This policy will be practised by all staff.

We believe that this policy should work within:

- Grouping of pupils
- Teaching plans and methods
- Instruction given to pupils, members of staff, visitors etc.
- Expectations of staff in children's work
- Language used in any area of the School's activities
- Staff appointments
- Extra-curricular activities
- The 'hidden' curriculum: all school activities and all other school policies and written materials used in school or sent home. It will permeate every aspect of the curriculum and be part of the spirit and ethos of the school.

This Policy aims to ensure that every child has the right:

not to have to fight
to expect people to be kind
not to be made fun of
not to be made sad
not to be scared of the teachers
not to be scared to come to school
to have friends
to be safe

Uniform

Although St Neot's school has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for pupils to practise their own faiths. However, parents should be aware that all pupils at St Neot's school are required to wear a uniform until Year 8. The Head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Summary

Staff must provide the lead for the pupils, as all forms of discrimination are socially divisive, and hinder individual and community development. We believe that staff and pupils should treat each other with respect by being: sensitive, caring and considerate. All staff need to be positive role models and actively discourage discrimination, prejudice and stereotyping. What is seen to be and what is acceptable for teachers/adults will be the markers for what is acceptable for pupils. Every member of staff should consider strategies for making this policy effective and implement systems for monitoring equality of opportunity and cultural diversity

Complaints

We hope that you and your child do not have any complaints about the operation of our Equal Opportunities policy and Cultural Diversity; but copies of the School's complaints procedure can be sent to you on request.

St Neot's School monitors its Equal Opportunities and Cultural Diversity policy regularly and reports to the Governors annually in order to ensure its effectiveness.