



HURLINGHAM
SCHOOL

Equal Opportunities Policy

This policy is made available to all parents, prospective parents, staff and prospective employees of Hurlingham School on our website, and a hard copy can also be viewed at our School Office.

This policy applies to all activities of Hurlingham School, including the Early Years Foundation Stage (EYFS) Nursery and Reception pupils.

Aims

Promoting equal opportunities is fundamental to the aims and ethos of Hurlingham School. We welcome applications from pupils and potential employees with as diverse a range of backgrounds as possible.

In accordance with the protected characteristics set out in the Equality Act 2010, we are 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 are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. 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.

We are an academically non-selective school and 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. We have a written accessibility plan which is kept under review, revised and implemented and adequate resources are allocated in order to ensure its implementation.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our Learning Difficulties- Disabilities and Special Educational Needs Policy which states that we will make reasonable adjustments to facilitate access to our School.

We do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all our pupils are required to wear a uniform. The Head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with our ethos and our policy on health and safety.

Code of Conduct

The Principal, Head and the Senior Leadership Team play an active role in monitoring the implementation of our policy on equal opportunities. Use is made of Assemblies, PSHEE, RPE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within our school community and an appreciation of the value of both adults and children living and working in a diverse 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.

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.

Monitoring

We monitor our equal opportunities policy and report to the Board of Directors annually in order to ensure its effectiveness.

Date created: Spring 2010

Date of last review: September 2021

Date of next review: September 2022