

Forres Sandle Manor (Non-Academic) Policy

Policy Title	Equal Opportunities
Policy Lead (Appointment (& Initials))	Head (JW)
Date of Last Review	May 2019
Date of Next Review	May 2020

EQUAL OPPORTUNITIES (CHILDREN)

It is FSM's policy to ensure that equal opportunities (paying particular regard to the protected characteristics set out in the Equalities Act 2010 and the requirements of the National Minimum Standards for Boarding Schools (Mar 2015), Standard 16) are enjoyed by all staff and all children regardless of race, colour, creed, gender, gender reassignment, sexual orientation, nationality, ethnicity, faith or no faith background, academic or sporting ability.

Staff and children are expected to treat each other with respect as individuals and will not tolerate racist or sexist remarks and will attempt to dispel the development of stereotypical images of people with disabilities, or of people from other ethnic groups, faiths or no faith and cultures.

Specifically:

- FSM wishes to do everything possible to encourage children to respect those who differ from themselves in any way, which might include gender, custom, faith or colour.
- FSM recognises that the needs of girls and boys can differ and, within the general policy described above, FSM will endeavour to meet those needs.
- Apart from the desire to maintain the general balance between boys and girls which is necessary in a co-educational school, no desired quotas are in place.
- It is FSM's intention to ensure that all activities offered are available equally to girls and to boys. Certain exceptions do apply for logistical or practical reasons. For example, changing facilities often make it impractical for sports teams to be mixed.
- FSM makes appropriate provision or exemption, where feasible and desirable, for pupils with special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds.
- FSM ensures that the Personal, Social, Health, Citizenship and Economic Educational Programme (Life Skills) includes discussion of Equal Opportunities.
- FSM monitors the needs of all pupils as they progress through the school, through discussion at meetings, and written information circulated confidentially, relating to specific support for learning or emotional, social, mental, physical or other difficulties.
- FSM specifically welcomes children from different backgrounds, holding the view that only through such a mix will children come to understand the cultural and social diversity of our country.

- FSM welcomes children of different nationalities, although certain pre-conditions must be met by children joining FSM from abroad with regard to language and age. It is our belief that enabling children from different countries to live and work together enriches both UK and foreign children and facilitates a growing understanding of different customs, attitudes and beliefs.
- Although FSM has a Church of England foundation, it welcomes children from different religious backgrounds. We are unable to offer active support within school for a wide range of specific religions, or those who hold none; FSM's approach is broad and non-dogmatic. Children wishing to attend church outside FSM are welcome to do so.
- Teachers are encouraged to include within their schemes of work informative and sympathetic reference to issues such as race, culture, faith and other similar themes.
- FSM believes that all children have specific needs. However, children with identified learning difficulties are not excluded from any aspect or activity of FSM life. Teachers make every effort to make the curriculum accessible to them through differentiation and other appropriate strategies. In addition this is also seen with children of varied sporting ability.
- FSM will strive to work with outside agencies such as educational psychologists, occupational therapists, speech and language therapists, family/pupil medical practitioners, gender counsellors (GIRES) and mental health agencies (CAMHS) to support the endeavour of the school in serving the needs of all pupils, parents and staff.
- The Bursar will maintain a policy which undertakes regular review of ways in which FSM can be made more accessible to disabled pupils. At the least, a written update will be produced every 3 years. Such accessibility will be a focus of every building development undertaken by FSM.

It is FSM's hope that all children will not only experience equal opportunities during their time at the school, but that they will also learn the value of ensuring that equal opportunities exist for all.

EQUAL OPPORTUNITIES (STAFF)

It is the policy of FSM to ensure that equal opportunities are enjoyed by all employees regardless of race, colour, creed, religion or non-religion, gender, sexual orientation, nationality, disability, age, marital status, trade union membership, ethnic or other background. Employees are expected to treat each other and children with respect as individuals regardless of status and will not tolerate racist, sexist or other offensive remarks. It is recognised that opportunities for career development should exist for all. Everyone employed by FSM has equal opportunities for success within their chosen profession

Measures are in place, for staff and children, to take effective action to prevent and tackle discriminatory and derogatory language, such as racist, homophobic or disability discriminatory language.