



THE BRITISH SCHOOL OF CATALUNYA

# St. George School

## Equal Opportunities Policy



## St George School

### Policy on Equal Opportunities

#### Statement of Intent

The school expects all members of the school community:

1. To show mutual respect at all times.
2. To recognise and celebrate the differences between people and to respect different beliefs, religions and cultures.
3. To promote equality of opportunity and freedom of speech for all.
4. To be tolerant and understanding towards others.
5. To be honest and trustworthy.
6. To show kindness and politeness towards all members of the community.
7. To recognise and appreciate the achievements of others.
8. To work for the good of all members of the school community.
9. To respect others' belongings, school buildings, property and resources.
10. To help create and maintain a calm atmosphere and effective working environment.
11. To support the school's values in all aspects of education.

#### Ethos

We will strive to:

- 1) protect and safeguard children
- 2) create a welcoming, secure and comfortable environment for all students, staff and visitors.
- 3) challenge the notion of fixed abilities and promote the development of the untapped potential of all
- 4) celebrate the achievement of all students

- 5) understand the significance of progress from starting points as key performance indicators
- 6) create a sense of belonging and involvement for all students, parents and staff
- 7) deploy resources to secure equality of opportunity

## **Curriculum**

- 1) We believe that all students have the potential to achieve highly and learn effectively. This confidence in the learning capacity of all students is reflected in curriculum design and delivery.
- 2) The curriculum is both broad and balanced. A range of core learning will be experienced by all students. Students also have the opportunity to select some areas of learning according to their individual learning needs and interests through extra-curricular activities, primary clubs, IGCSE options and the Duke of Edinburgh Award School.
- 3) The curriculum, through its range of experiences, promotes respect and understanding of diverse and different cultures and religions.
- 4) The school will provide support, within the resources that it possesses, to:
  - ensure access and achievement for students who have Additional Educational Needs or find difficulty with certain aspects of their learning programmes.
  - ensure that gifted and talented students are challenged in lessons, and, like all our students, have their particular attainment monitored on a regular basis.
  - support the progress of vulnerable students with cognisance of their particular needs.
- 5) Diversity will be celebrated in school, using a variety of methods including work in lessons, assemblies and display work.

## **Challenging prejudice, discrimination and harassment**

- 1) Equality issues will be raised in a clear and consistent way with students enabling them to challenge prejudiced attitudes and behaviour.
- 2) The pastoral needs of all sections of the school community will be understood and responded to.
- 3) Clear procedures will be implemented to deal with racial, sexual or other harassment or bullying.
- 4) Incidents will be recorded and monitored in order to ensure and continually improve the effectiveness of action.
- 5) These procedures will be informed by and inform school behaviour and anti-bullying policies.
- 6) Staff will strive for consistency in handling both the promotion of positive behaviour and responding to negative behaviour.

7) Challenging discrimination and harassment will, when appropriate, include sensitive discussion.

### **Students and parents**

The school will strive to:

- 1) develop a strong sense of self-esteem and robust self confidence in all students
- 2) recognise and celebrate the achievement of all students
- 3) promote understanding of value added methods for evaluating achievement
- 4) promote students' and parents' understanding of our equality policies and practices and secure their commitment to them
- 5) promote parental involvement in their children's education and encourage the regular participation of all parents in celebratory, consultative, information gathering and social events
- 6) implement a range of methods to gather student and parent opinion and take serious consideration of the trends and ideas expressed

### **Staff**

1. The Headteacher and senior leaders will promote key messages to staff, parents and students about equality, what is expected of them and can be expected from the school.
2. The school's appointment procedures will implement all aspects of good practice in equal opportunities and safeguarding.
3. There will be particular attention paid to ensure that all candidates for positions have equal access to selection criteria.
4. All staff are expected to demonstrate a commitment to the principles and implementation of the school's equal opportunities policy. This includes a responsibility to record and report prejudice related incidents.