



KENSINGTON WADE

Equal Opportunities Policy

This is a general statement of our commitment to Equal Opportunities and the prevention of discrimination based on the protected characteristics, for example, disability, race or sex in accordance with the Equality Act 2010.

It reflects the schools Aims and Values:

- We are enriched by the contribution of different people in our school and we will promote the concept of equal opportunity throughout the school both for adults and pupils.
- We will seek to develop an understanding of and promotion of equality and equal opportunity through what is taught and learned.
- We will promote good relations between members of different racial, cultural and religious groups.
- We will enable pupils to take responsibility for their behaviour and relationships with others.

Pupils

Pupils have equal access to the school curriculum and programmes of study, and extra-curricular activities and this is regularly reviewed.

School rules and policies clearly forbid the verbalisation of any form of discrimination and pupils' positive attitudes and awareness are developed and encouraged during assemblies, the PSHE programmes as well as within the wider curriculum.

Teaching materials must not reinforce stereotypes. Regular review of Schemes of Work and assessment criteria are carried out to avoid this.

Staff

Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment. All staff have an equal opportunity for training, career development and promotion and this is monitored.

Administration

Venues of meetings will take account of the needs of all participants. Similarly venues for teaching and learning will take into account the particular needs of the learners and staff.

This policy is reviewed by the Head on an annual basis

August 2022

Next review August 2023

