

Equal Opportunities Policy

Equal Opportunities Policy for both the Junior School and Senior School

Date Originated	
Issue number	
Last Revision Date	July 2015
Governors Review Date	
This policy is endorsed by	The Governors and the Headmaster
This policy is owned and maintained by	Deputy Head & Assistant Bursar
ISI Reference	
Next Review Period	December 2017
Review Body	Deputy Head & Assistant Bursar

Tick which category this document refers to:

ISI requirement to be made available	
ISI requirement to be on website	✓
Internal Staff Only	
Internal Students Only	
Internal Staff and Students	
Statutory requirement to be made available (non-ISI)	
Statutory requirement to have on website (non-ISI)	



Equal opportunities policy

The City of London Freemen's School abides by the policy of the Corporation of London. This is particularly relevant with respect to the recruitment and employment conditions of staff.

Racism, sexism, negative attitudes towards disability and other discriminatory practices will not be tolerated.

Aims

The School aims

- to provide an educational environment which is open to all pupils, whatever their background, race, religion, gender, sexuality, gender identity or physical ability,
- to foster a sense of community in which all pupils and staff are valued and can thrive, regardless of background, race, religion, gender, sexuality, gender identity or physical ability,
- to promote an atmosphere of positive recognition of each other's achievements and contributions, through the academic curriculum and in the 'hidden' curriculum,
- to appoint staff who are the most suitable for the post, regardless of background, race, religion, gender, sexuality, gender identity, age or physical capability,
- to encourage the professional development of any member of staff, within the School or in other schools, regardless of background, race, religion, gender, sexuality, gender identity, age or physical disability.

Objectives

The School will:

- help pupils to develop self esteem and recognise that they are valued as individuals,
- encourage pupil to be open-minded and to challenge prejudice,
- enable pupils to contribute actively to the education provided by bringing their cultural differences, values and perspectives to it,
- not restrict access to any suitable academic course,
- ensure that all pupils have equal access to all non-academic activities, given any constraints of the School's traditional provision and facilities,
- be sensitive about equal opportunities issues in the content and processes of the curriculum which stereotype people of label them as inferior or limited,
- act strongly to deal with any instances of intolerance, discrimination or victimisation,
- use every opportunity available to foster the ethos of equal opportunities, particularly in School, form and tutor group assemblies and in PSHE.

Reviewed April 2018
For review by Deputy Head and HR Manager January 2019