

Equal Opportunities Policy

for both the Junior School and Senior School

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Name and appointment of owner / author	Anna Atkins, HR Manager and Stuart Bachelor, Deputy Head
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Where available	Freemen's Staff SharePoint site, Governor Portal



Equal Opportunities Policy

The City of London Freeman'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, ethnic origin, nationality, religious belief or non-belief, gender, sexual orientation, 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, ethnic origin, nationality, religious belief or non-belief, gender, sexual orientation, 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, ethnic origin, nationality, religious belief or non-belief, gender, marital status, sexual orientation, gender identity, age, responsibility for dependants, physical capability or trade union or political activity,
- to encourage the professional development of any member of staff, within the School or in other schools, regardless of background, ethnic origin, nationality, religious belief or non-belief, gender, marital status, sexual orientation, gender identity, age, responsibility for dependants, physical disability or trade union or political activity.

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 or 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,
- take proactive steps to make members of the School community feel empowered and comfortable in appropriately challenging and then reporting incidents of prejudice, discrimination, bullying, disrespect or microaggressions of any kind, particularly those which involve protected characteristics,
- devise, publicise and enforce a *Diversity and Inclusion Policy* which complements this Policy and specifies in more detail how its Aims will be met in the School community