

KINGSMEAD SCHOOL

EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities is fundamental to the aims and ethos of Kingsmead School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Kingsmead School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. We are a non-selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN) and Learning Difficulties, and Disability Policy.

Generous bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. (Details of our provision for bursaries can be obtained from the Bursar's office).

MAIN EQUALITY AREAS

1 Race

We will not tolerate any form of discrimination against anyone on racial grounds, ie on grounds of their colour, race, religion, nationality or ethnic or national origins.

Harassment of anyone on racial grounds will be treated as discrimination and may include the following conduct :-

- (a) physical harassment including gestures and assault;
- (b) verbal or written (including electronic communication) abuse, derogatory name-calling, insults, threats and racist jokes;
- (c) offensive visual displays including posters and graffiti;
- (d) issuing/wearing of racist materials, eg leaflets, magazines, insignia;

- (e) inciting others to behave in a racist manner;
- (f) making racist comments or suggestions in the course of discussions or lessons;
- (g) refusing to co-operate with others on racial grounds;
- (h) isolation or exclusion from social activities.

2 Gender

We will not tolerate any form of discrimination against anyone on grounds of their sex, marital status or sexual orientation.

Sexual harassment will be treated as discrimination and may include the following conduct:-

- (a) physical harassment including gestures and assault;
- (b) verbal or written (including electronic communication), abuse, intimidation, insults, threats, 'blue' jokes;
- (c) using lewd or suggestive vocabulary to cause offence or humiliation;
- (d) reference to an individual's or group's sexual orientation;
- (e) making sexist comments or suggestions in the course of discussion in lessons;
- (f) refusing to co-operate with others on account of their sex, marital status or sexual orientation;
- (g) isolation or exclusion from social activities;
- (h) offensive visual displays including posters and graffiti.

3 Disability

We will not tolerate any form of discrimination against anyone on the grounds of any disability, physical or mental, that they may have.

Harassment of anyone on such grounds will be treated as discrimination and may include :-

- (a) physical harassment including gestures and assault;
- (b) verbal or written (including electronic communication) abuse, intimidation, insults, threats and jokes;
- (c) visual displays of offensive material including posters and graffiti;
- (d) refusing to co-operate with others on grounds of their disability;
- (e) isolation or exclusion from social activities;
- (f) making offensive remarks about a person's disability inside or outside lessons

cont:-

CODE OF CONDUCT

The Head Master, the Senior Management Team, pastoral staff, House Parents and Medical staff play an active role in monitoring the implementation of [] school's policy on equal opportunities. Use is made of Assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the Kingsmead school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms unlawful and unacceptable; our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Teaching and medical staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

ENGLISH AS AN ADDITIONAL LANGUAGE

In order to cope with the [high] academic and social demands of Kingsmead School, pupils must be fluent English speakers. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

Although Kingsmead school has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths and offer the opportunity for Jews, Hindus, Muslims etc to practice their own faiths. However, parents should be aware that all pupils at Kingsmead school are required to wear a uniform. The Head Master will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Head Master may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

COMPLAINTS

We hope that you and your child does not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure can be sent to you on request.

J F Perry
October 2009