



## Ashford School and Ashford Friars Preparatory School Equal Opportunities

This policy should be read in conjunction with:

- Pastoral Policy including behaviour and discipline
- Anti-Bullying Policy
- Admissions Policy
- PSHE Policy and schemes of work

In line with UCST standards, Ashford School is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). This applies to all members of our community - pupils (including boarders and those in our EYFS setting), parents and staff members and includes discrimination on the grounds of age; religion or belief (including observation of religious festivals, special dress or dietary needs); physical ability or disability (including HIV status); learning ability or difficulty; race (including colour, nationality, ethnicity, family or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity.

### PROCEDURES

This document aims to demonstrate our commitment to equal opportunities and provide our outline for appropriate provision of all staff and students within the Ashford School community. Ashford School seeks to implement this policy through adherence to the following procedures:

- Staff will treat all members of the school with respect and equality, including addressing Pupils using first/preferred name and not by their surname
- Staff will provide support for pupils with learning difficulties through the SEN Code of Practice and department (HoD C. Pay in the Senior School, W. Cottrell in the Prep School) and for EAL students through the EAL department (HoD L. Caputo). This includes 1:1 provision and the use of TA in identified lessons. This is also supported by a differentiated approach to learning as high-lighted in lesson plans and department handbooks
- The RS/Philosophy Department endeavours to teach all major world Religions and allow for active discussion on diversity within its curriculum
- SLT provide staff training on issues of equality and raise concerns within staff meetings when necessary
- Ashford School and Ashford Friars will make every reasonable effort to provide disabled access and parking for staff and students, thus allowing all to progress within the school
- As part of the admissions procedures, Ashford School and Ashford Friars will gather necessary information in order to provide the right environment for students to learn and access the curriculum. This will be on an individual basis
- Staff will discuss, monitor and review the effectiveness of inclusive practices at staff meetings to enable all staff and pupils to enjoy school life
- All advertisements, job details, and marketing material will feature school commitment to equal opportunities
- In conjunction with the school PSHE policy, curriculum and assembly rota pupils will be made aware of key issues of equality including; valuing diversity, tolerance, respecting others, fitting in and supporting difference. This enables all the potential to thrive and make

a positive contribution within their society. One major feature of this is the International Events Week, including an assembly lead by EAL students to engage all in different cultures

- The whole school community, including staff, outside agencies (School Medical staff and Counsellor, Educational Psychologists) and parents ensure that any form of discrimination is challenged and the behaviour treated severely to prevent any repetition. All serious incidents will be dealt with by SLT

This policy and an evaluation of the inclusive procedures outlined are reviewed annually or as events or legislation change requires.

Date Document Updated	Document Updated by	Location of Saved File
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Date Document Reviewed	Document Reviewed by	Date of Next Review
January 2012	LGB	