

## **Guiding Principles**

Balcarras School is a diverse community, serving a society which is itself richly varied. The school intends that all its members, whether they are pupils or employees, should have opportunities to thrive regardless of their race, gender or cultural background.

## **Application**

### **1. The Curriculum**

- 1.1 Opportunities within the classroom should not be restricted because of race, gender or cultural background.
- 1.2 Teaching or reference materials should not foster prejudice or discrimination, whether unconsciously or overtly.

### **2. Pupil Members of the School**

- 2.1 Pupils should be encouraged to respect the diversity of the school community.
- 2.2 Abuse of other pupils on grounds of race, gender or cultural background will not be tolerated.
- 2.3 The display of discriminatory or inflammatory slogans or insignia will be regarded as a serious offence.

### **3. Governors and Employees of the School**

- 3.1 All governors and employees of the school have a duty to ensure that none of its opportunities are denied on grounds of race, gender or cultural background.
- 3.2 Members of the teaching and support staff and governors should appreciate that their choice of language helps to set the tone of the institution. Discriminatory remarks are to be avoided, even when they are intended to be light-hearted.
- 3.3 All who work at the school should feel confident that they will not suffer discrimination.

### **4. Monitoring and Implementation**

- 4.1 The Deputy Head is the nominated member of the Senior Management Team who will monitor Equal Opportunities within the school.
- 4.2 The Deputy Head will ultimately receive details of individual cases where serious abuse of equal opportunity has occurred. All teaching staff, however, have a duty to act when they encounter behaviour falling short of the standards laid down in this policy. All other employees are encouraged to take appropriate action when they believe that these standards are not being met.

When this policy was reviewed, an equality impact assessment was conducted to ensure any changes did not have an adverse effect under the terms of the Equality Act 2010. Should you have any comments regarding this policy, please contact the school.