

# **POLAM HALL SCHOOL**

## **Policy on Equal Opportunities**

The School recognises its responsibilities in law to ensure that neither pupils nor employees encounter any discrimination on the grounds of race, ethnicity, disability or gender. It further recognises the responsibility to promote equality of opportunity within the school both for teachers (see policy on appointments) and pupils: indeed, the two can be said to be linked in that school staff inevitably act as role-models for the children.

Equality of opportunity is about helping all children to fulfil their potential, to develop the particular abilities of each pupil as an individual, not allowing their gender, race, or any other general characteristic to get in their way. We consider that equal opportunities for all pupils are important. We will do our best to foster a climate in which equality of opportunity is a reality and in which positive attitudes to gender equality, cultural diversity and special needs of all kinds are actively promoted. In this respect we will strive to ensure that pupils are treated as individuals with their own abilities, difficulties, attitudes, backgrounds and experiences; we will ensure to the best of our ability that the curriculum challenges myths, stereotypes and misconceptions, and ensure that equal access to the curriculum means real opportunity to benefit. It is important to us that no one individual's rights may be exercised in preference to another's.

On the specific dimension of cultural diversity it is clearly right that schools in general should educate their pupils for life in a plural society and, rather more positively, to ensure that any racist or homophobic attitudes are countered. In a school such as this, with relatively few day children from ethnic minority groups, but a broader ethnic mix in our boarding community, it is particularly important to ensure that all our children are taught tolerance and understanding of difference.

It is the aim of this school to foster an atmosphere in which no person should be discriminated against, or discriminate, on the grounds of race or culture. Furthermore, positive images of other cultures should be, at all times, encouraged.

Although we look to the RE and PSHCE Departments, in particular, to continue the excellent work they are doing in developing understanding of Faiths, and of differing cultures and values, we also urge all departments to consider their own actual and potential role in helping us achieve the above aim.

**Signed**

**Chair**

**Head**