



REGENT PRIMARY SCHOOL

Equal Opportunities Policy

Reviewed by Ms Janet Umaru: August 2022
Previous Review: August 2020

Approved by the Board:

1 Aims and Objectives

- 1.1 The Regent School does not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the 1978 Race Relations Act (UK) and covers both direct and indirect discrimination.
- 1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6 We challenge stereotyping and prejudice whenever it occurs.
- 1.7 We celebrate the cultural diversity of our community and show respect for all groups.
- 1.8 We are aware that prejudice and stereotyping is caused by ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

2 Anti-racism

The Regent School is a multi-national and multi-racial community. All pupils and staff are treated and given equal opportunities.

- 2.1 It is the right of all pupils to receive the best education The Regent School can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition.
- 2.2 We endeavour to make our school welcoming to all groups. We promote an understanding of different cultures, through classroom learning and our programme of annual events, including Nigerian Independence Day and International Day.
- 2.3 Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have.

3 The Role of the Board

- 3.1 The Board will do all it can to ensure that all members of the school community are treated fairly and with equality.

3.2 There is no legislation in Nigeria that states that schools have to provide an environment accessible for students with disabilities. Nonetheless, the Board supports the admission of children with disabilities where the Headteacher is of the opinion that the child's needs can be accommodated within the normal operating structure of the school day and the environment of this particular campus.

3.3 The Board ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural and religious traditions.

4 The Role of the Headteacher

4.1 It is the headteacher's role to implement the school's equal opportunities and anti-racism policy. He is supported by the Senior Leadership Team and the Board in doing so.

4.2 It is the headteacher's role to ensure that all members of staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

4.3 The headteacher ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against when it comes to employment, training or promotion.

4.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

4.5 The headteacher accords due seriousness to all incidents of unfair treatment and racism.

5 The Role of the Class Teacher.

5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

5.3 We use this policy to guide us when planning and delivering the curriculum and in how to approach sensitive issues.

5.4 All our teachers challenge any incidents of prejudice or racism. Any serious incidents are brought to the attention of the Senior Leadership Team.

6 Monitoring and Review

6.1 It is the responsibility of the Senior Leadership Team and the Board to monitor the effectiveness of the Equal Opportunities policy. This is done by:

- Monitoring the progress of the pupils of minority groups and comparing it to the progress made by other children in the school.
- Monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against.
- Reviewing the Policy annually.
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils.
- Monitoring the school behaviour and exclusions procedures, so those pupils from minority groups are not unfairly treated.

Conclusion

This Policy Document both guides and reflects current practice in Admissions at The Regent School. It is up to date and current at the time of writing (September 2021) and will be due for review in August 2022.