

HAILEYBURY ALMATY

EQUAL OPPORTUNITIES POLICY & GUIDELINES



Effective Date
SLT Approval
Governors' Approval and Signature
Review Date

April 2018
April 2018
April 2020

INTRODUCTION

At Haileybury Almaty (HAL) we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. All members of the School community have responsibilities to promote equality of opportunity, experience and treatment, and to challenge stereotypes. Our school community consists of a diverse range of people – employees, visitors, pupils and parents. We need to celebrate our differences, by understanding them and enjoying the diversity this brings.

Aims

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the school can ensure that:

- All pupils have opportunities to achieve their potential
- Expectations of all pupils are high
- All pupils have access to and can make full use of, the School's facilities and resources
- It reflects the community it serves and responds to its needs
- All pupils are prepared for life in a diverse and multi-ethnic society
- All pupils understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see, Anti-bullying policy)
- Inclusion issues are taken seriously and are considered in all aspects of school life

EQUAL OPPORTUNITIES

All pupils and adults within the School have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to co-curricular activities, work experience

Pupils and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

With regard to recruitment for posts at school we take all steps necessary to ensure that candidates are treated fairly and that all components of selection procedures are free from discrimination. Candidates are asked to complete an Equal Opportunities form for reference and the school holds these forms in archive for a period of 12 months. Further details can be found in the school's Recruitment and Selection Policy.

Support

Support is available for pupils from their tutor, Head of Year, Housemasters/mistresses or any trusted adult. Some pupils may speak to the School Counsellor, the School Doctor /Nurse and other outside agencies as appropriate.

POLICY FOR RACIAL EQUALITY AND CULTURAL DIVERSITY

The curriculum of HAL will incorporate learning about other cultures. This universal approach may include visits to sites of specific religious/cultural interest and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. The full range of disciplinary sanctions is available in response to racist behaviour.

HAL welcomes its duties in regards to racial equality. We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles every pupil should:

- have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- develop the knowledge, understanding and skills that they need in order to participate in a multi ethnic society, and in the wider context of an interdependent world
- have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being

The School is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities.

The School hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff, pupils and their parents, and will comply with all reasonable requests relating to religious observance and practice.

BREACHES OF POLICY

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Head of School, Senior Leadership Team and the governing body. If a racist incident takes place, the perpetrator(s) may be subject to the School's Disciplinary procedures.

RESPONSIBILITY

The Head of School is responsible for:

- implementing the policy
- ensuring that all staff are aware of their responsibilities by making the policy and updates available
- ensuring that appropriate training and support is given and that school improvement priorities take into account equal opportunities and racial awareness issues
- taking appropriate action in any case of unlawful discrimination

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their line manager.