



Wychwood School
OXFORD

EQUAL OPPORTUNITIES POLICY

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Review: June 2020

Date of Next Review: June 2023

It is the School's policy to ensure that discrimination is not tolerated against people with protected characteristics at Wychwood in accordance with the Equality Act, 2010. The protected characteristics are:

- Disability
- Gender Identity
- Pregnancy and Maternity
- Race
- Religion or belief
- Gender
- Sexual orientation
- Age
- Marriage

We will tackle discrimination by positive promotion of equality, challenging bullying and stereotypes and create an environment that champions respect for all. We believe diversity is a strength that should be respected and celebrated by all who learn, teach and visit this school.

The School aims to provide equality in education and opportunity for all girls, staff, parents, guardians and carers. We aim to promote a culture of inclusion and diversity in which all those connected with the school feel proud of their identity and able to participate fully in school life. We will use a balanced curriculum with a wide range of teaching methods and activities. By means of differentiation we hope to accommodate the individual learning needs of all the girls within a class. Girls with SEND, EAL or needing additional learning support (or extension for those who are Gifted and Talented) are recognised and supported within whole classes, small groups and individually.

Both boarders and day girls represent many different continents and cultures and we encourage a positive attitude to all racial and cultural backgrounds and make every attempt to avoid misunderstandings or prejudice based on cultural differences.

Aim of Policy

1. The School is an equal opportunities employer. The School is committed to providing equal opportunities in employment, including in the recruitment, training and promotion of employees and to eliminating discrimination in the workplace whether on grounds of sex, marital status, age, class, disability, gender (including gender reassignment), sexual orientation, race, colour, nationality, pregnancy and maternity, religion and belief, national or ethnic origins. All job applicants and employees are treated equally.

2. The School is committed to ensuring that equality of opportunities in respect of the following is practised:-
 - career development
 - opportunities for training
 - appointments and allocation of responsibilities for all employees.
3. The School aims to ensure that their staff achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. This Equal Opportunities Policy has been adopted as a means of helping to achieve these aims.
4. It is the School's policy to give full and fair consideration to applications for employment from disabled persons and to provide appropriate training, development and promotion prospects, equivalent to those available to other employees.
5. The School is a single sex girls' school. Subject to this, the School aims to encourage good practice in the fields of equality of opportunity for pupils so that all pupils at the School are able to develop fully as individuals. The School will interpret 'boys' and 'girls' to include children who identify as boys or girls.
6. All members of the school community have a responsibility to ensure that this Policy is properly observed and fully complied with. Any act of discrimination or harassment/sexual harassment is viewed very seriously by the School. Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the appropriate channels.

Implementation of equality of opportunity

1. Recruitment and employment decisions will be made on the basis of fair and objective criteria. The School will endeavour to ensure that job vacancies are widely advertised/publicised so that the widest range of candidates can apply.
2. The School's selection procedures will be reviewed from time to time to ensure they are appropriate for achieving the School's objectives and for avoiding unlawful discrimination.
3. In order to ensure the effectiveness of its Equal Opportunities Policy, the School monitors the composition of its workforce, applicants for promotion or job applicants. Information given as part of its monitoring policy is treated in the strictest confidence. It is used solely for monitoring purposes. The result of its monitoring will be reviewed as appropriate.
4. Appropriate training may be provided to enable staff to implement and uphold the School's commitment to equality of opportunity.
5. The School shall ensure that INSET is made available to all staff.
6. Equal consideration will be given to staff career development regardless of age, sexual orientation, gender, (except in the Boarding Houses), gender reassignment race, creed, nationality, colour, disability, pregnancy or maternity, marital status including civil partnership, or class.

7. Admissions and exclusions will always be based on the appropriate policies and will not discriminate on the protected characteristics.
8. This Equal Opportunities Policy is freely available for all to see, including any visitor to the School for whom it may be relevant.