

# Equal Opportunities Policy

## SCOPE

The policy statement applies to all pupils (including boarders and those in our EYFS setting and the requirements of the NMS for Boarding Schools) and staff, teaching and non-teaching, and members of the Governing Body within St. Hugh's School.

## AIMS

1. All members of St. Hugh's School are entitled to be treated without prejudice irrespective of gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability or any other perceived difference.
2. All members of St. Hugh's School are not discriminated against, paying particular regard to protected characteristics set out in the Equality Act 2010 or of gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, SEN and disability or any other perceived difference.
3. All pupils will have an entitlement to participate in broad and balanced educational experiences. Such entitlement will be irrespective of ability differences. In particular, the aim must be to develop fully the individual potential of all students unhampered by any form of stereotyping.
4. All staff (including those of part time contracts) will be entitled to professional development opportunities irrespective of ethnic origin, gender, religion, handicap or age in accordance with the letter and spirit of legislation contained in current versions of the Sex Discrimination Act, Race Relations Act, Disability Discrimination Act, and Human Rights Act.
5. All vacancies will be advertised openly and any appointments made will be made on the basis of ability – relating to the post in question.
6. The Governing Body and the School will promote modification and improvement of the site, buildings and facilities to ensure reasonable access to all.
7. The School will expect pupils, staff and governors to apply the Policy which also includes provision for monitoring and action when appropriate. Equal opportunities will be an agenda item, as appropriate, at Governing Body, Senior Management Team and Leadership team meetings.

Staff Responsible	Headmaster
Last reviewed	Autumn 2017
Date of next review	Autumn 2018

**Relevant Policies: Accessibility Policy**