



## EQUAL OPPORTUNITIES POLICY (DIVERSITY & INCLUSION)

### 1. INTRODUCTION

The aim of this policy is to confirm the School's unequivocal commitment to non-discriminatory practices and to the promotion of good relations and equal opportunities between all members of the school community regardless of race, religion or other culturally distinctive features. The School has a duty to:

- Challenge and eliminate discrimination
- Promote equity of opportunity for all
- Promote the development of good relations, mutual understanding and tolerance between peoples of different races, cultural/faith groups and traditions.

### 2. POLICY STATEMENT

The St. Saviour's School Ikoyi community rejects language, practices and forms of behaviour which discriminate against other individuals or groups on the basis of their race/ethnicity, language, gender, nationality, sexual preference or other religious or cultural identities. The St. Saviour's community also recognises that, at times, everyday practices, attitudes and assumptions within the community may have the potential to make some minority groups feel excluded and discriminated against: every effort will be made to eliminate such unfortunate circumstances, but it is also recognised that on some occasions it may be necessary to make separate provision for some individuals or groups of pupils – e.g. exemption from attending the whole school assembly; exemption from certain lessons.

The School will endeavour at all times to:

- Meet the needs of all pupils, encouraging them to achieve their full potential as unique individuals – implicit in this is the assumption that each pupil will be encouraged to strive to attain the highest standards possible in intellectual, creative, physical, social, moral and spiritual spheres.
- Create a positive, inclusive community atmosphere founded upon respect for people's differences and a spirit of mutual tolerance, respect and understanding.
- Prepare pupils to be citizens in today's pluralistic, multicultural society.
- Monitor pupil attainment, behaviour and discipline and school procedures for admissions and assessment and ensure that specific corrective action is taken if and when evidence of bias or discrimination in outcomes or procedures are identified.



### 3. PROCEDURE

The responsibilities for meeting the aims of the policy are as follows: The Board of Management will ensure that the policy and its related procedures and strategies are implemented. The Head Teacher will:

- Implement the policy and related procedures and strategies.
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support.
- Take appropriate action in cases of racial discrimination.

All staff will:

- Respond to racist incidents appropriately and know how to identify and challenge discriminatory language, attitudes and practices.
- Promote good race relations and non-discriminatory practices.
- Attend appropriate training opportunities. The Deputy Head Teacher Pastoral will have specific responsibility for dealing, in the first instance, with reported incidents of racism or racial harassment and will record the incidents in the Logbook.

The school will monitor all of the main areas of school life that are relevant to promoting racial equity and non-discriminatory practice including:

- Pupil attainment, assessment and progress (Deputy Head Teacher Academic).
- Curriculum, teaching and learning (DHA).
- Pastoral care (Key Stage leaders & Class Teachers)
- Staff recruitment/development (Head Teacher/HR Manager).
- School ethos and values (all staff).
- Pupil behaviour, discipline and exclusion (all staff).
- Racism and racial harassment (pupils – Deputy Head Teacher Pastoral; staff – Head Teacher).
- Bullying (all staff)
- Admissions and transfer procedures (Admin Manager).

Any Diversity & Inclusion issues that arise from the monitoring processes will be followed up as a matter of urgency by the person(s) responsible and will also be reported to the Senior Leadership Team through the Deputy Head Teachers. They will be reported to the Board of Management in an annual report.

### MONITORING

Policy established and agreed:	April 2011
Policy review cycle:	Every 2 years
Policy reviewed:	April 2022
Date of next review:	Lent 2024
Member of staff responsible for the policy:	Mr Craig Heaton, Head Teacher