



Equal Opportunities Policy

Equal Opportunities Policy (Including EYFS)

Policy Review Date: September 2025

Reviewed By: M Ashton, SLT & Board of Governors

Next Review: September 2026 (or following incident, legislation or interim guidance)

September 2025 Reviewed & ratified by:

Headteacher: Mrs J Callaway

Chair of Governors: Dr Catherine Kidd :

This policy is available on the school website and up on request.

Updates and Amendments to Policy

Date	Section Heading	Update Details	Page N°
Jan 2021	Introduction	Updated following review	
September 2021	Monitoring	<p>Updated to reflect the need to:</p> <ul style="list-style-type: none"> • Provide opportunities for all pupils to understand about different family structures. • Provide opportunities for pupils to discuss and understand Lesbian, Gay, Bi-sexual and Trans relationships (LGBTQI+). The school has a commitment to training staff how to answer questions sensitively and without prejudice. Books and other training guides are available for staff to use with pupils should questions be raised 	
October 2022		Review	
September 2023		Review	
September 2024		Review	
September 2025		<p>Added Roles and responsibilities</p> <p>Added KSCIE September 2025- reference to disproportionate vulnerabilities</p>	

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This policy applies to the whole school, including EYFS and Wraparound Care

INTRODUCTION

Promoting equal opportunities is fundamental to the aims and ethos of Avalon School. We are not an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs and/or Disabilities (SEN/D).

The main types of unlawful discrimination (outlined in the references) cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. Age discrimination law does not apply to pupils.

Harassment in all its forms unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

Roles and Responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

At Avalon school we:

- Seek to develop the particular abilities of each child as an individual
- Are committed to providing a curriculum and a whole school ethos which promotes equality of opportunity free from discrimination on the grounds of race, gender, sex, religion or physical disability
- Encourage pupils throughout the school to follow their own interests. All children have an equal opportunity to take part in all activities.

- Recognise that adults are very influential in the formation of children’s attitudes and values.
- Believe that children will take their cue from adult responses and reactions and it is therefore important that staff do not evade issues of equality
- Believe it is important to promote equal opportunities for girls and boys, dispelling assumptions based on sexual stereotyping
- Assume that both sexes need similar life skills and will engage in similar work.

At Avalon school we aim to:

- Provide opportunities for all children to contribute to and participate in all classroom activities
- encourage all teachers to check displays for race or gender bias
- Check books and other resources and teaching materials for race or gender bias, suggesting alternative ways of presentation
- make pupils aware that racist or sexist language is not acceptable have the same goals and expectations, tasks and options for all pupils use the same criteria for assessment
- ensure that ‘jobs’ in the classroom or around school are allocated equally
- ensure that the school rules are the same for all children and we should be consistent in our Behaviour, Rewards and Sanctions Policy and Anti Bullying Policy with the same behaviour and discipline controls for all pupils
- Provide for different levels of skills and different previous experiences, ensuring that assemblies and presentations do not hold any race or gender bias

REFERENCES

This policy should be read in conjunction with the following school and Government documents:

- Equal Opportunities section from the school staff handbook
- School Accessibility Plan
- School SEND policy
- Education (Independent School Standards) (England) Regulations 2014
<https://www.legislation.gov.uk/ukxi/2014/3283/schedule/made>
- Equality Act 2010
- School Anti-bullying policy

- School Behaviour Policy
- KCSIE – September 2025

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

MONITORING

The Governors and Headteacher play an active role in monitoring the implementation of Avalon School's policy on Equal Opportunities. Use is made of assemblies, PSCHEE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Create positive educational experiences to promote positive social attitudes.
- Enable all pupils to feel valued by displaying work of all abilities and recognising effort.
- Promote positive images and role models to avoid prejudice and stereotyping thus raising the awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.
- Promote good relations between people of different racial, ethnic and religious groups.
- Provide opportunities for all children to access opportunities to equip them for adult life and challenge gender inequalities.
- Provide opportunities for all pupils to understand about different family structures.
- Provide opportunities for pupils to discuss and understand Lesbian, Gay, Bi-sexual and Trans relationships (LGBTQI+). The school has a commitment to training staff how to answer questions sensitively and without prejudice. Books and other training guides are available for staff to use with pupils should questions be raised.
- Recognise that some pupils or students may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic bullying or racial discrimination. We are conscious of disproportionate vulnerabilities have integrated this into our safeguarding policies and procedures.
- Make sure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- All appointments panels give due regard to this policy, so that no one is discriminated against.
- Promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

- Promote British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

At Avalon School we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

This policy will be reviewed annually.