

## **Equal Opportunities for Pupils and Staff**

Promoting equal opportunities is fundamental to the aims and ethos of Rossall School. We welcome applications from pupils and staff with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. 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 concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Rossall School is committed to equal treatment for all, regardless of an individual's race, ethnicity, religion, sexual orientation, disability, learning difficulty, body image or social background. Grouping of pupils will not be affected by conscious or unconscious stereotyping.

Pupils, staff, parents, members of the Rossall Council and all external agencies who support the work of the School are aware of the aims of the School and its expectations of behaviour that reflect the commitment to a policy of equal opportunity. Our curriculum as well as all information and publicity that is disseminated reflects the policy of equal opportunity.

Rossall School is committed to working with parents and other agencies to provide the most suitable environment for all of our students.

Our commitment to equal opportunities as applied to employment, covers recruitment and selection, training, promotion, terms and conditions of employment, grievances and selection for redundancies.

Examples of other steps that we take to ensure that we are an inclusive community are as follows:

### **Age**

Individuals from across a wide age range make a positive contribution to the Rossall community. In accordance with employment law, age is not a factor when appointing an adult to a position at Rossall.

### **Disability**

Parents are asked to identify any disabilities in respect of a prospective pupil at the time of application. In assessing any pupil or prospective pupil the School may take such advice and require such assessments as it regards as appropriate. Where possible, adjustments, such as building a ramp or using a special desk, will be made. All members of the Rossall community are encouraged to respect others regardless of any ability or disability. We are committed to combating discrimination and ignorance towards others on these grounds and have a Disability Policy that is reviewed by the Health and Safety Committee. The School will be sensitive to any requests for confidentiality.

## Harassment and Bullying

We support all members of our community and treat others with respect and kindness. Our Anti-Bullying Policy is enforced and any persistent misuse of power or aggression, intended to hurt or belittle an individual or group is unacceptable (examples of harassment and bullying may include behaviour which an individual knows, or ought reasonably to know, will cause fear or excessive anxiety to another, threatening or coercive behaviour, physical contact, abuse of a position of power, encouraging someone to abuse their position of authority to the detriment of another, offensive or suggestive language or jokes, displaying images which could reasonably be considered to be offensive, vandalism of an individual's property). Pupils should report any possible incident of bullying to their Houseparent, Head of Year or any member of the teaching staff. Adults should speak to their line manager or a senior member of staff.

## Learning Difficulties

The Special Educational Needs Coordinator oversees the provision of appropriate support for pupils who have learning difficulties, such as dyslexia, in accordance with the SEN and Learning Difficulties Policy. The School asks parents to identify any special needs in respect of a prospective pupil at the time of application. In assessing any pupil or prospective pupil the School may take such advice and require such assessments as it regards as appropriate. Subject to this, the School will be sensitive to any requests for confidentiality.

The school has four Special Educational Needs Coordinators:

Senior School: Ann Jurczak

Junior School: Kathleen Anderson

Infants and Nursery (EYFS): Alison Trippier and Annette Murray

## Religious Belief

Rossall is a multicultural community and although the School is Anglican by foundation, many pupils and staff have other faiths and some have none. These various approaches are all respected in Chapel and Assembly and an approach of mutual understanding and tolerance is adopted. A multi faith approach is taken in Religious Studies teaching. We provide a prayer room in the Religious Studies Department which is used by other faiths.

## Race

We believe that all individuals should be treated equally regardless of the colour of their skin and we are very fortunate to have staff, pupils (day and boarders) whose family origins stem from a variety of nationalities. We aim to learn and celebrate different cultures through events such as the Chinese New Year meal, International Week and the South African and Indian Exchanges.

## **Sexuality**

The sexuality of an individual is personal and should be respected as such. Homophobia is not tolerated and homophobic attitudes or behaviour is treated as bullying. Tolerance of others' sexuality is taught through PSHE.

## **Complaints**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but copies of the School's complaints procedure are available on the website or can be sent to you on request.

## **Related Policies**

- Admissions Policy
- Behaviour Policy ( Including the Discipline and Exclusions)
- Special Education Needs (SEN) and Learning Difficulties Policy
- Disability Policy
- Anti-Bullying policy
- Pupil Sanctions Record
- Complaints Procedure

**Date of policy: September 2009**

**Revision of policy: September 2011**