

**Egerton Rothesay School  
Policy on Equal Opportunity  
December 2019**

**Policy Statement**

The school is an Equal Opportunity employer and is committed to a Policy of treating all its employees and job applicants equally. The school recognises that discrimination against a pupil or member of staff can affect the mental health of that individual and is thus a health and safety issue, as well as a legal and moral requirement of all places of employment and education.

**For Employees**

**1. Employment**

It is the policy of the school to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to race, religion, creed, colour, sex, age, national origin, disability or sexual orientation. The school will appoint, train, develop and promote on the basis of merit and ability alone.

ERS believes that equal opportunities is one of the central principles underlying the work that we do.

**2 Sources of Recruitment**

The recruitment process must result in the selection of the most suitable person for the job in respect of experience and qualifications.

**3 Advertisements**

Recruitment publicity will positively encourage applications from all suitably qualified and experienced people.

**4 Selection Methods**

The selection process will be carried out consistently for all jobs at all levels. The selection of new staff will be based on the job requirements and the individual's suitability and ability to do the job in question.

**For Pupils**

**5 A Curriculum For All**

Egerton Rothesay School seeks a broad and balanced curriculum so that each child is given opportunities to encounter and develop knowledge, skills and understanding appropriate to his/her needs.

To ensure that the learning opportunities offered to all pupils are of high quality and thoughtfully planned, giving them access to the full range of resources and activities available within the school.

**6 Strategies for Creating an Equal Opportunities Environment**

The following strategies will be used to create an equal opportunities environment:

- Positive reinforcement of good behaviour, rather than giving a high profile to pupils who are misbehaving, including use of praise, stickers, certificates and rewards.

- Clear and concise school rules, phrased in terms that the children can understand. All children need to understand that name-calling, bullying or biased attitudes and behaviour are unacceptable at our school.
- Changing groupings for specific tasks, so that children have opportunities to join in co-operative activities with different people.
- Drama and role-play, including acting out feelings or conflicts, in order that children can see why their behaviour is unacceptable and be encouraged to change their attitudes.

## **7 Review**

This policy will be reviewed at least every two years.

Policy approved by: David Vesey  
(on behalf of Governing Body)  
Date:4.12.19

Next Review (latest):September 2021