



PACE مدرسة بيس البريطانية ذ.م.م
BRITISH SCHOOL L.L.C.
== SHARJAH ==

EQUAL OPPORTUNITIES POLICY

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This policy sets out the Pace British School (PBS) approach to promoting equality. We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, gender, race, age, colour, disability, religion, nationality, ethnic or national origins.

AIMS AND OBJECTIVES

PBS aims to provide equality and excellence for all in order to promote the highest possible standards.

We promote the principles of fairness and justice for all through the education that we provide in our school.

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion, and training systems are fair to all, and provide opportunities for everyone to achieve.

We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for everyone's point of view, we aim to promote positive social attitudes and respect for all.

A COHESIVE COMMUNITY

PBS will ensure that all students and potential students have equal access our schools' curriculum, according to aptitude and ability. Our schools are committed to the full inclusion of their students who have special educational needs and disabilities (see SEND Policy).

Our school seeks to:

- promote understanding and engagement between communities.
- encourage all children and families to feel part of the wider community, understand and respond to the needs and hopes of all our communities, tackle discrimination.
- increase life opportunities for all.
- ensure that learning, teaching and the curriculum explore and address issues of diversity, positive attitudes, and equality of opportunity.

ROLE OF THE DIRECTORS

They will do all they can to ensure that all members of the school community are treated fairly and with equality.

They seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The Directors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The Directors welcome all applications to join the school, whatever background or disability a child may have.

They ensure that no child is discriminated against whilst in our school because of their sex, gender, disability, religion, or race. So, for example, all students (where possible) have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a student's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the student's cultural traditions.

THE ROLE OF THE PRINCIPAL AND SENIOR MANAGEMENT TEAM

It is the role of the Principal and senior management team to implement the schools' equal opportunities policy with the support of the Directors.

It is the role of the Principal and senior management team to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

They ensure that no-one is discriminated against when it comes to employment or training opportunities.

The Principal and senior management team promote the principle of equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

All incidents of unfair treatment and harassment, (including racist and homophobic incidents) will be dealt with due seriousness.

THE ROLE OF THE CLASS TEACHER AND SUPPORT STAFF

The class teacher ensures that all students are treated fairly, equally and with respect. We do not discriminate against any student.

When selecting classroom material, teachers' pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenge stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contribution's women have made to developments in this country's history. In geography topics, the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All our teachers challenge any incidents of prejudice or racism. Any serious incidents are brought to the attention of the senior management team.

All school staff are responsible for promoting an inclusive and collaborative ethos in the school. Good practice should be modelled, and discriminatory incidents dealt with. Bias and stereotyping should be recognized and tackled. Equality should be promoted and discrimination against anyone avoided. Staff should also keep up to date with the law on discrimination and take training and learning opportunities.

All staff are responsible for following this policy, applying it in the areas of their responsibility and reporting incidents of unequal treatment to the senior management team. Staff relationships with each other should follow equal opportunities principles and be free from issues such as sexual harassment or bullying. Staff should also promote equal opportunities through their behaviour towards students and their expectations of students.

STUDENTS

Students should support the school's equality ethos and share any concerns or issues with a member of staff (their tutor in the first instance if possible).

PARENTS/GUARDIANS

Parents/Guardians should support the school's equality ethos and share any concerns or issues with a member of the senior management team.

CONCERNS OR COMPLAINTS

In the first instance, a senior member of staff should be contacted. If issues or concerns remain unresolved these should be raised in accordance with the Complaints Policy.

MONITORING AND REVIEW

It is the responsibility of the Directors and Principal to monitor the effectiveness of this Equal Opportunities Policy. They do this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;

- requiring the directors to report to owners on a regular basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behavior and exclusions policy, so those pupils from minority groups are not unfairly treated.

This policy will be reviewed every two years.

Last amendment: Feb 2022

Date of next review: Annually