



BEECHWOOD

Sacred Heart School

EQUAL OPPORTUNITIES POLICY

This policy has been drawn up with reference to the Sex Discrimination Act, 1975; the Race Relations Act 1976; and the Disability Discrimination Act, 1995, as amended by the Special Educational Needs and Disability Act, 2001.

At Beechwood Sacred Heart we are opposed to all forms of discrimination on the grounds of race or gender. We are committed to the promotion of tolerance and understanding and to the eradication of prejudice. We aim to equip our pupils with an awareness of our diverse society and an appreciation of the value of difference.

The school acknowledges that pupils come from diverse cultural, racial and socio-economic backgrounds and we endeavour to foster an atmosphere of mutual respect in order to help to promote a school and a society in which there is social, religious and racial harmony. Every member of Beechwood Sacred Heart is regarded to be of equal worth and importance, irrespective of creed, culture, class, race, gender, sexuality and/or disability.

Although the school is founded on the principles of the Roman Catholic Christian faith, we seek to promote an ethos of tolerance based on understanding of and respect for the beliefs and practices of others.

In particular, we aim to ensure that:

- ◆ Pupils and staff recognise that discrimination on the basis of colour, culture, origin, sex or ability is not acceptable;
- ◆ Pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;
- ◆ All pupils and staff feel safe and confident enough to express and question views
- ◆ Pupils are seen and valued as individuals and each pupil's education and care is developed in direct relation to their needs and abilities;
- ◆ All staff feel valued and supported equally and have appropriate advice and encouragement for professional development;
- ◆ The principles and practice of equal opportunities apply to all members of the school community: pupils, teaching and non-teaching staff, parents, governors and visitors.

These aims are achieved by the application of the following principles:

- The school does not permit race, colour or disability to be used as criteria for pupil admission;
- In all staff appointments the best candidate will be appointed, based on strict professional criteria only, as specified in a separate document on staff selection;
- All forms of discrimination by any person within the school's responsibility will be treated seriously to ensure that such behaviour is seen to be unacceptable
- Any cases of discrimination or prejudice that may occur will be dealt with, as appropriate, according to existing disciplinary procedures.