

# Heathfield House School

## Equal Opportunities – Parents and Pupils

At Heathfield House School we value the individuality of all our pupils. We are committed to giving all our children every opportunity to achieve their potential. The achievements, attitudes and well being of all our children is of the utmost importance. This policy is intended to help ensure that Heathfield House School promotes the individuality of all children irrespective of ethnicity, religion, attainment, age, disability, gender or background.

This policy is based upon the following

- Race relations (Amendment) Act 2000
- Disability Discrimination (Amendment) Act 2002
- Sex discrimination act 1975

### Aims

- At Heathfield House School we do not discriminate against anyone, be they staff, pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.
- We promote the principle of respect through the education that we provide.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We challenge personal prejudice and stereotypical views whenever they occur.

### Equality

At Heathfield House School we have provided training to staff regarding equality. Through various lessons throughout the school (PSHEE, RE) respect for all is promoted and reinforced. Good practice by staff and through visits and visitors children have the opportunity to develop a greater understanding of different faiths, disabilities and differences between people. Through SRE children are made aware of differences in gender and sexuality (with consideration given to the age of the children) and respect is again a key focus in these lessons. Our school ethos is based on our five keys to success which incorporate the importance of respect. This is something that is promoted throughout the school on a regular basis. Within daily school life and through the British Values respect is regularly reinforced.

### Procedure

If parents or pupils feel they are not being treated fairly as a result of ethnicity, religion, attainment, age, disability, gender or background they should speak to Caroline Goodsmen or Pauline Williamson or the child's class teacher. An incident report will be written up in the incident folder of any child who is reporting inequality. These are reviewed on a weekly basis. If the situation persists Caroline Goodsmen and Pauline Williamson will contact parents to discuss the situation with them and how it can be resolved.

Reviewed July 2018 by Caroline Goodsmen