



St Paul's School

FOUNDED 1509

# Equal Opportunities Policy

Author/reviewer responsible:	SAR	ISI DOC CODE:	17a
Reviewed by:	SMT, Exec Group	Date of last review:	08/19 <i>(without amendment)</i>
Authorised by resolution of:	Governing Body	Date of authorisation:	09/18
Applicable:	SPS SPJ	Date of next review:	08/20

**This policy is available on the Handbook page of the School Intranet and policies page of the School website and can be made available in large print or other accessible format if required; such requests can be made by email: [policyquery@stpaulsschool.org.uk](mailto:policyquery@stpaulsschool.org.uk)**

St Paul's School and St Paul's Juniors (the School) are committed to equality of opportunity for all members of its community. The Equal Opportunities policy aims to ensure that no pupil, member of staff or visitor is subjected to unfair discrimination. The School will not discriminate unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause. The School will endeavour to create an environment in which pupils and staff give due respect to other people and their work or ideas.

## **1. Educational provision**

Pupils are recruited on the basis of their merits, abilities and potential to take advantage of the particular educational provision of the school, which is suited to highly able and committed boys. The charitable objectives of the School restrict admission to boys, and educational opportunities for girls are provided through our sister school, St Paul's Girls. In any review of selection criteria and procedures the School will ensure that consideration is given to equal opportunities issues.

## **2. Employment**

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential for the particular educational provision of the School. The School will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

## **3. Policy review**

The School is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, employees or

visitors. The School will also, where suitable, initiate new policies and practices. In meeting these commitments the School will take due account of any duties or obligations imposed by law.

#### **4. Awareness**

The School will encourage greater awareness of its aims, policies and procedures in the field of equal opportunities and provide appropriate information and training as required.

#### **5. The role of governors**

In this policy statement the Governing Body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally. The Governing Body will ensure that no-one is unlawfully discriminated against whilst in the school on account of their age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause

#### **6. Failure to adhere to the policy**

The School will do its utmost to protect pupils, staff and visitors from discriminatory behaviour by any individual or groups within the institution. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the relevant policy: Behaviour, Rewards and Sanctions Policy for pupils, or the Staff Grievance or Staff Disciplinary procedures.