



Equal Opportunities Policy

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| Policy Owner: | Assistant Head Community and Culture |
| Type of Policy: | No express statutory requirement - Part 6 of <i>Equality Act 2010</i> . Part 1 ISSR |
| Regulatory Body* (if a regulatory policy) | |
| Relevant Legislation* (if a regulatory policy) | Equality Act 2010 |
| Last reviewed by/date: | |
| Last approved by/date: | |
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| Circulation: | All Staff & Governors Inspection Portal School Website Parent Portal |
| Linked policies | Admissions policy: OS030 Admissions Policy - November 2024.pdf Behaviour Policy: OS024 Good Behaviour and Sanctions Policy - March 2024.pdf Special Education Needs (SEN) and Disability policy: OS027 SEND Policy-May 2023.pdf Child Protection and Safeguarding Policy: OSA072 Child Protection and Safeguarding Policy - September 2024.pdf Complaints Policy: OS078 Complaints Procedure - May 2024 .pdf Discipline and Exclusions Policy: OS0-Exclusions-Policy.pdf Equal Opportunities for Staff Policy: OS041 Equal Opportunities (Staff) Policy - Nov 2024.pdf Anti-bullying Policy: OS015 Anti Bullying Policy - Nov 22.pdf Pupil Sanctions Record Procedure: OS024 Good Behaviour and Sanctions Policy - March 2024.pdf Three-year Accessibility Plan: OS001 Accessibility Plan.pdf |

The Oratory School has a Catholic ethos, which recognizes that every individual is made in the image and likeness of God, with unique talents and potential. We seek to promote positive



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attitudes and behaviour in our community, and we are committed to ensuring that within the framework of the law the schools are free from unjust discrimination.

Statement

- ✧ We aim to meet the needs of each individual and treat everyone with equal respect and concern; this ethos is at the core of our Christian community.
- ✧ We will ensure that every pupil has equal access to the opportunities available at school and is not discriminated against for unlawful or irrelevant reasons.
- ✧ Everyone in the schools is valued, irrespective of race, age, gender, disability, special educational needs, religious, cultural, linguistic or ethnic differences, academic or sporting ability, or other protected characteristics.
- ✧ The schools have regard to provisions of the Equality Act 2010, and produce 3-Year Accessibility plans which are posted on the School websites.

Implementation

- ✧ All pupils should have equal access to the curriculum and individual differences should be acknowledged by specific provision, where appropriate, eg Special Educational Need, English as an Additional language, or Gifted and Talented in any area of school life. Within the academic curriculum no differentiation is made other than on the grounds of a pupil's own educational ability or level.
- ✧ The extra curriculum is an essential part of our provision. The aim is for each and every pupil to experience success outside the classroom. No one aspect should be considered more important than the other. Every pupil should be encouraged to develop his or her particular talent to the full.
- ✧ Our Christian school has a Catholic foundation. This faith must be taught and upheld through both teaching and practice. The adherents of other faiths and denominations are respected and the positive aspects of other beliefs are appreciated.
- ✧ Materials used in the classroom should positively reflect diversity and be free from discrimination and stereotyping. Negative attitudes should be countered by discussion and example, and discrimination challenged through the use of sanctions where appropriate.
- ✧ Opportunities should be provided for different cultures to be understood and respected through art, music and literature.
- ✧ The school is an equal opportunities employer and there is a separate Equal Opportunities policy applying to staff.
- ✧ Recruitment of pupils will be free from discrimination on the grounds of race, ethnic or national origin, or disability. Selection on the grounds of ability or aptitude is carried out in accordance with Admission procedures currently applicable. As a Catholic school, faith may be taken into account in deciding on admissions in accordance with current admission policies.