



# BRUTON SCHOOL

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## FOR GIRLS

### **Equal Opportunities Statement**

Bruton School for Girls is committed to the promotion of equal opportunities amongst staff and students regardless of ethnic background, social or marital status, religion or special needs including disability.

Policies and practices will in all cases reflect this commitment.

### **Equal Opportunities Policy**

‘Equal Opportunities is about helping all children to fulfil their potential. Teachers are rightly concerned when their pupils underachieve and are aware that educational outcomes may be influenced by factors outside the school’s control, such as a pupil’s sex or social, cultural or linguistic background.’ (‘The Whole Curriculum’. NCC Document 3). Teaching staff are expected to treat all pupils appropriately.

‘All schools whatever their location and intake have a responsibility to promote good relationships and mutual respect.’

It is against School policy for a person to be less favourably treated because of gender, race, age or disability or because he/she has taken action against the School under of the relevant Discrimination Acts.

Bruton School for Girls seeks to foster the self-esteem and confidence of all individuals in this institution and to maximise their potential. Where an individual feels valued she/he will seek actively to participate in school life, and it is through participation that an individual learns and that school life is enriched.

This policy encompasses the whole school, including governors and staff (teaching and support), and should be seen as equally important for the Pre-Prep as for Sixth Form.

### **Equal Opportunities in Admissions**

At Bruton School for Girls, from the Preparatory department to the Sixth Form, we aim to offer a place to any girl who will benefit from the education here and will flourish. We do not discriminate on any grounds other than gender, as our commitment is to single sex education. Within the Pre-Preparatory department (to which boys and girls are admitted) we do not discriminate on any grounds, including gender. In all cases, the child’s welfare is paramount.

## **Equal Opportunities in Employment**

Bruton School for Girls is committed to provide equal opportunities in employment.

It is unlawful to discriminate against individuals either directly or indirectly in respect of their race, sex or disability.

Codes of Practice relating to sex and race discrimination have been produced by the Equal Opportunities Commission and the Commission for Racial Equality and have been used as a basis for this policy. There is also a Code of Good Practice on the Employment of Disabled Persons published by the Department of Employment which is reflected in this policy.

This means that all job applicants and teaching and support staff will receive equal treatment regardless of sex, marital status, race, colour, nationality, ethnic or national origins, or disability.

Bruton School for Girls will take steps to ensure that applications from teaching and non-teaching posts are attracted from both sexes and all races and from disabled people, and will ensure that there are equal opportunities in all stages for the recruitment process.

Promotion within the School is based solely on merit, and without regard to race, sex or disability.

Evidence that this policy is effective should be demonstrated through:

- Positive role models and suitable curriculum provision for all students
- Suitable and varied assessment strategies, to allow all students and staff to demonstrate their potential
- Improved performance by both students and staff, who will be encouraged to maximise their potential and achieve their aims
- An environment fostering good relationships and mutual respect
- Monitoring student and staff destinations

