



Equality of Opportunity Statement

'Equality of opportunity' is the right of everyone to equal chances and of each individual to be respected for who they are.

This statement outlines Marlborough House School's commitment to ensuring that equality of opportunity is available to all members of the School community including staff, volunteers, pupils and visitors. A regard for equal opportunity should permeate all aspects of school life and is the responsibility of every member of the School community.

This statement should be read in conjunction with School policies in particular the Admissions Policy, Behaviour and Discipline Policy, Disability and Accessibility Policy (including the School's Accessibility Plan), Safer Recruitment Policy and Procedures, Special Educational Needs Policy, and the Staff Handbook.

All members of the School community should be aware that every individual has a right, in accordance with current legislation (the Equality Act 2010), to be considered of equal value and be given equal opportunities regardless of the following Protected Characteristics:

- Race or colour,
- Nationality or national or ethnic origins,
- Religion or belief,
- Gender,
- Disability,
- Sexual orientation,
- Pregnancy or maternity,
- Marital or civil partnership status,
- Gender reassignment,
- Age.

No employee or prospective employee, volunteer, pupil or visitor will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic.

Marlborough House School opposes all forms of unlawful and unfair discrimination and considers such behaviours to be misconduct that can lead to disciplinary action.

The School recognises that it has to make special efforts to ensure that all groups prosper. The Head will ensure that the school culture, ethos and curriculum:

- celebrate diversity / equality and achievement,
- promote high expectations, positive attitudes towards disabled people and those of different ethnic groups / religions,
- enable applications for school places and job vacancies to be welcomed from all sections of society,
- prepare children for participation in a richly diverse society,

- ensure that any incidents are reported, analysed, addressed and reported on,
- take account of the differing needs of pupils and their progression,
- promote the use of language and images which do not transmit or confirm stereotypes but create and enhance positive images,
- make reasonable adjustments to ensure accessibility for all (See Accessibility Plan).

At Marlborough House School our environment is not culturally diverse (a reflection of the wider local community) and we are therefore very conscious of the need to provide experiences for pupils to encounter people from other cultures. We do this through PSHEE lessons, assemblies and chapels and the curriculum in other subjects, notably RS.

It is the duty of all staff to challenge all types of discriminatory behaviour e.g. unwanted attentions (verbal or physical), unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, gender. Any such behaviour will be handled in accordance with procedures in the School's Behaviour and Discipline Policy and Personnel policy.

Reviewed: September 2022