



The
British School
of Monaco

POLICY SECTION: Section 1 – THE SCHOOL AND ITS GOALS

POLICY NUMBER: 1.07

EQUAL OPPORTUNITIES POLICY

EFFECTIVE FROM: 16/VI/22

REVIEWED AND REVISED: 06/V/23

NEXT REVIEW DATE: Summer 2024

The British School of Monaco

Equal Opportunities Policy

The Equal Opportunities Policy applies to all staff, students and volunteers. The British School of Monaco is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for each other are fostered. Our broad, balanced and appropriate curriculum provides equal opportunities for all children to achieve their maximum potential.

Aims: We will not discriminate against anyone, be they staff, pupil or parent on the grounds of gender; age; religion or belief; physical ability or disability, learning ability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity.

- To aid the development of the whole person within a supportive, secure and creative environment.
- To equip pupils with an awareness of our diverse society and to appreciate the value of difference.
- To include and value the contribution of all families to our understanding of equality and diversity.
- To educate our school population to understand that discrimination on the basis of colour, culture, origin, gender or ability is unacceptable.
- All members of our school community will be encouraged to contribute towards making our school a happy caring environment by showing respect for, and an appreciation of, one another as individuals in line with the school's mission and vision.

- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We aim to make the whole of their school experience equip children to develop a positive attitude towards a multi-cultural society.

Managing Equality in Practice

- The Principal is responsible for coordinating racial equality work and dealing with reported incidents of racism and harassment, although all staff must ensure that all pupils are treated fairly, equally and with respect.
- Criteria for admission pay due regard to the aims of this policy.
- All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable.
- Staff should be aware of possible cultural assumptions and bias in their own attitudes.
- In all staff appointments the best candidate will be appointed on strict professional criteria.
- Parents will be made aware of the school's commitment to equal opportunities.
- We have a commitment to working with other agencies where appropriate.
- Whilst English is the first language for teaching, learning and communicating, the school views linguistic diversity positively. We encourage pupils and staff to feel that their natural language is valued.
- The school aims to provide for all pupils according to their needs, irrespective of gender, ability or ethnicity.
- Equality of opportunity permeates the whole curriculum and will be reviewed on a regular basis.
- The curriculum will encourage the questioning of assumptions and stereotypes regarding gender, race, creed or disability, and materials and resources will be carefully selected so as to avoid these stereotypes.

- Boys and girls are encouraged to participate equally in the full range of activities both inside and outside the classroom.
- School self-reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

Monitoring the Effectiveness of the Policy

This policy will be reviewed according to the school's policy review schedule or when the need arises by relevant staff, the Principal and the Governing Body, taking account of students' opinions and concerns, and parental views, where appropriate.

The British School of Monaco is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment.