



HEATHSIDE SCHOOL

HAMPSTEAD

Equal Opportunities Policy

Policy Author: Sara Williams-Ryan, Head

Reviewed: January 2026

Next Review Date: January 2027

At Heathside, we consider discrimination of any kind unacceptable; we value the individuality of every member of the community. We aim to promote equality of opportunity for all members of the school community and require everyone to show respect and tolerance for its other members. We make sure that we offer a broad curriculum and encourage pupils and staff to share their diverse life experiences.

This policy helps to ensure that every child is included and supported whatever their social background, race, gender or disability. Religious beliefs of staff members, pupils and their families will be respected at all times.

Here we set out how we would deal with an incident of discrimination. We also invite you to read our Countering-Bullying and SEND policies, which will be referred to in connection with any incident.

- All pupils receive equal access to the curriculum through appropriate teaching strategies, and equality of provision.
- Pupils' progress and attainment is routinely monitored by class teachers and senior staff, to make sure there are none who are falling behind.
- We address and discuss the importance of inclusion and tolerance through the curriculum and in assemblies.
- The school actively works to overcome barriers to inclusion through its accessibility plans, timetabling arrangements and admission procedures.
- If a child is bullied because of their race, religion, disability or for any other reason of discrimination, we will deal with it according to our Countering-bullying Policy.
- We will refer to the DfE guidance 'Recording and reporting racist incidents' (2006) if we experience any incident of this kind. We understand that sometimes an incident or interaction can be unintentionally or unwittingly racist but is experienced that way by the person on the receiving end of it.
- If a teacher witnesses or becomes aware of any incident of racism or other discrimination among pupils, they will log it on CPOMS.
- Our school ethos is one of inclusion, openness, trust and tolerance.
- As an employer, the School is committed to ensuring that it provides equality of opportunity to all in employment. Through its recruitment and selection policy and procedures it aims to eliminate barriers and encourage applicants from all sections of the community by:
 - Ensuring recruitment and selection procedures are fair and equitable;
 - Only considering applicants for jobs on the basis of their relevant experience, skills and abilities unless a Genuine Occupational Qualification (GOQ) exists for specific posts;
 - Interviewing all applicants with disabilities who meet the essential criteria of the post.
 - Ensuring that all employees receive fair and equal treatment in relation to their employment regardless of whether they are part-time, full-time or employed on a temporary basis.

- Any incident of discrimination by or against a staff member because of race, sexual orientation, religion, gender or disability will be investigated following our Allegations Against Staff and Whistleblowing procedures.