



**Broomwood Hall Limited & Northcote Lodge School Limited**

## **EQUAL OPPORTUNITIES POLICY**

Broomwood Prep – Boys, Girls and Broomwood Pre-Pre

### **Policy Summary**

Broomwood understands and value the different cultural, religious, ethnic and linguistic backgrounds of its pupils and recognises that all of its pupils, regardless of their background, race, sexual orientation, religion or gender should enjoy equal opportunities. Through its policies and practices the school seeks to provide an environment in which all individuals can thrive and feel safe and secure, and to encourage the development in its pupils of a proper sensitivity to the needs of others.

Broomwood is an equal opportunities employer. There will be no discrimination on grounds of gender, marital status, ethnicity, religion, sexual orientation or disability which is not permitted by Law; or on any other grounds including age and medical history, except where this is necessary to ensure that a job is done effectively. This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

### **Document Control**

Owner: Heads

1<sup>st</sup> Draft: -

Last Revision: August 202

Review Date: August 2027

Version Number: 3.2

## **Intended Audience**

- Broomwood Staff
- Parents

## **Code of Conduct**

All members of staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of assemblies, PSHE, RS, drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents involving equal opportunities promptly and in a sensitive manner.

Our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. Teaching and medical staff attend regular INSET sessions on the subject.

## **Monitoring**

The Heads monitor the equal opportunities policy regularly and report to the Principal and Governors annually in order to ensure its effectiveness.

## **Dress code**

### **School Uniform**

Broomwood has a Christian ethos. We welcome pupils from all backgrounds and offer them the opportunity to celebrate their own faiths. However, parents should be aware that all pupils are required to wear the school uniform.

### **Staff Dress Code**

Staff should be aware that they are expected to dress in a professionally appropriate manner. A relevant member of the Executive Management Committee will consider written requests for variations in dress on religious or health grounds that are consistent with the school's ethos and its policy on health and safety.

## **Additional Policies, Procedures and Legal Framework**

Staff members reading this policy may wish to consider reading it in conjunction with the Equal Opportunities Policy (Employees) in the Staff Employment Manual and the 'Dress and Personal Appearance Policy'.