



SOMERHILL

EQUAL OPPORTUNITIES POLICY

Owner: Bursar

Reviewed: September 2023

Next Review: September 2024



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Aims

Equality of opportunity is central to the ethos of Somerhill and applies to all pupils and staff in the schools, irrespective of gender, sexual orientation, ability (including giftedness), disability (within the physical limitations of the premises), race, ethnicity, religion and social circumstances. Somerhill acknowledge and welcome their duties under the Equality Act 2010.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

The school aims to:

- be free from discrimination and stereotyping
- provide planned equality of access to a broad and balanced curriculum
- ensure that this access is not merely formal but is functional, so that all may achieve good standards and develop their talents to the full
- recognise and celebrate diversity
- promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs
- develop knowledge, understanding and skills that are needed in order to participate in a multi-ethnic society in the wider context of an interdependent world
- promote positive images and role models to avoid prejudice and raise awareness of related issues
- help pupils to understand why and how we will deal with offensive language and behaviour

We welcome applications from potential pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish. To this end, a pupil is admitted to the school on the basis that the Headmaster considers that he/she has the potential to benefit from the education offered (please refer to the Somerhill Admissions Policy). Assisted Places are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. (Details of our provision for Assisted Places can be obtained by contacting our Registrar).

All pupils have right of access to all areas of the school environment conducive to their educational and social attainment (Please refer to the Somerhill Accessibility Policy and Plan, and Curriculum Policy).



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Monitoring of this policy in terms of its operation is ultimately the responsibility of the Headmaster and Senior Leadership Team, but every member of staff is responsible for the day- to-day operation of the policy in terms of promoting good practice.

Special Note

Somerhill is set up as a co-educational pre-prep, which feeds into single sex prep sections; Yardley Court for boys (Year 3-8) and Derwent Lodge for girls (Year 3-6). In this context, girls and boys in the prep school are taught separately. However, children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. Boys and girls are encouraged to participate equally in a full range of activities both inside and outside the classroom.

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias
- Teacher time, attention and all resources are given equally to boys and girls
- Opportunities are given for children to work with teaching and support staff of both sexes wherever possible. All teaching and support staff posts are non-gender specific. Both men and women are encouraged to work with all age groups and each Key Stage where appropriate.