



## Equal Opportunities Policy

Reviewed and updated 01 September 2020

L'école Bilingue is committed to secure Equal Opportunities and treatment in employment, training and education. The School aim to provide equality of opportunity for all children and staff. We reject any direct or indirect discrimination because of colour, race, religion, nationality, ethnic or national origins, gender, or marital status.

### Aims

Our school aims to be an inclusive school, where equality of opportunity is a reality for all our children and for our staff.

- We promote fairness and justice for all
- We ensure that all pupils and staff are treated with respect
- We do not discriminate against any child or adult.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school
- We strive to remove any forms of discrimination, either direct or indirect that may form barriers to learning or to the development of any child or group of children.
- We challenge stereotyping and prejudice.

### Implementation

Our school provides equality of opportunity to all groups:

- Male and female
- Minority ethnic and faith groups
- Children whose first language is not English
- Children with special educational needs
- Gifted and talented children

### Teachers ensure that children

- Feel secure and know that they are valued
- Appreciate and value the differences in others

- Are encouraged to participate in all aspects of school life

### **The Headteacher's role**

- is to implement the school's equal opportunities policy
- is to ensure that all staff are aware of the policy and apply it fairly in all situations
- is to ensure that the principles of equal opportunity are promoted within the curriculum
- is to treat all incidents that contravene this policy with due seriousness

### **The Proprietors**

- have set out their commitment to equal opportunities in their endorsing of this statement
- will monitor the effectiveness of this policy and amend when required
- will take into serious consideration any complaints regarding equal opportunity issues from parents, staff and pupils

Ref:

Equality Act, 2010