

# EQUAL OPPORTUNITIES POLICY



LOUGHBOROUGH  
Amherst School

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<b>Approved By:</b>	<b>LAS Board</b>
<b>Date Approved:</b>	<b>November 2024</b>
<b>Date for Review:</b>	<b>November 2025</b>
<b>Point of Contact (Reviewer):</b>	<b>Senior Deputy Head</b>

Amherst is committed to promoting equality, diversity, and inclusion for all members of our school community. We believe that every individual has the right to be treated with dignity and respect, regardless of their age, disability, gender, gender identity, race, religion or belief, sexual orientation, marital or civil partnership status, pregnancy or maternity status, or socio-economic background.

We aim to create an inclusive environment where everyone can thrive and achieve their potential. Discrimination, harassment, and victimisation will not be tolerated in any form.

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## Legal Framework

This policy is guided by and complies with the following legislation:

- **Equality Act 2010**
- **Children and Families Act 2014**
- **Human Rights Act 1998**
- **Special Educational Needs and Disability (SEND) Code of Practice 2015**

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## Aims and Objectives

The aims of this policy are to:

- Promote equality of opportunity for all students, staff, and stakeholders.
- Celebrate and value diversity within the school community.
- Remove barriers to learning and participation for all students.



- Ensure fair and equitable treatment in recruitment, employment, and career progression for staff.
  - Foster a culture of mutual respect and inclusion.
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## **4. Roles and Responsibilities**

### **4.1 The Governing Body**

The Governing Body ensures compliance with equality legislation and monitors the implementation of this policy.

### **4.2 Senior Leadership Team (SLT)**

The SLT is responsible for:

- Embedding equality principles into the school's ethos, policies, and practices.
- Monitoring and reviewing the impact of this policy.

### **4.3 Staff**

All staff are expected to:

- Model inclusive behaviours and promote equal opportunities.
- Challenge discrimination and report any incidents.
- Support all students to access the curriculum and participate fully in school life.

### **4.4 Students**

Students are encouraged to treat each other with respect, celebrate differences, and contribute to an inclusive school environment.

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## **5. Implementation**

### **5.1 Curriculum**

- We ensure that the curriculum reflects and celebrates diversity, fostering respect and understanding.
- Teaching materials are inclusive and represent a range of perspectives, cultures, and identities.

### **5.2 Access and Inclusion**

- We provide reasonable adjustments to support students and staff with disabilities.
- SEND provision is tailored to meet the needs of individual students, enabling them to achieve their potential.

### **5.4 Behaviour and Anti-Bullying**



- Discriminatory behaviour, including harassment or victimisation, is addressed through the school's Behaviour Policy and Anti-Bullying Policy.
  - All incidents are logged, investigated, and resolved in line with school procedures.
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### **Reporting and Complaints**

Any member of the school community who believes they have been subject to discrimination or unequal treatment is encouraged to report the matter to the Headmaster. This will be handled in accordance with the school's Complaints Policy.

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### **Communication**

This policy will be shared with staff, parents, students, and other stakeholders and will be available on the school website.

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This policy demonstrates Amherst's commitment to fostering a positive, inclusive environment where all members of the school community are valued and supported.