



Falkner House Equal Opportunities Policy

Nursery - Year 6 including EYFS with reference to the Equalities Act 2010 and the SEN and Disabilities Code of Practice 2014

1. Introduction

Falkner House and the Nursery (the School) is committed to equality of opportunity for all members of its community. Fundamental to Falkner House is the belief in fairness and a tolerance of others – all such fundamental British values are thus continually promoted. The Equal Opportunities policy aims to ensure that no pupil, member of staff or visitor is subjected to unfair discrimination. The School will not discriminate unfairly on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership or other such unjustifiable cause. The School will endeavour to create an environment in which pupils and staff give due respect to other people and their work or ideas.

2. Educational provision

Pupils are admitted on the basis of their merits, abilities and potential to take advantage of the particular educational provision of the School, which is suited to able and committed children. The School is committed to administering fair and transparent admission processes for all candidates. All pupils at the School will be afforded appropriate equal educational opportunities, both academic and co-curricular.

Where relevant, pupils with English as a second language or EAL are flagged on the system, immediately integrated within the classroom and extra differentiated support is given as required. Similarly, the School is committed to identifying and assessing children in need of learning support as early as possible. Such children have an Individual Educational Plan (IEP) written which is “flagged” in the year group spreadsheet. The IEP is checked at least termly so that targeted support can be offered. The School will assist parents on request with the application for and management of an EHCP and complying with all stated requirements.

3. Employment

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential for the particular educational provision of the School. The School will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

4. Policy review

The School is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, employees or visitors. The School will also,



where suitable, initiate new policies and practices. In meeting these commitments, the School will take due account of any duties or obligations imposed by law, including the Equality Act 2010.

5. Awareness

The School will encourage greater awareness of its aims, policies and procedures in the field of equal opportunities and provide appropriate information and training as required.

6. Failure to adhere to the policy

The School will always endeavour to protect pupils, staff and visitors from discriminatory behaviour by any individual or groups within the institution. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the relevant policy: Behaviour (including Exclusion) and Anti-Bullying Policy for pupils, or the Staff Disciplinary procedures.