



Falkner House Equal Opportunities Policy

Nursery - Year 6

1. Legal and Statutory Framework

This policy has been written with regard to: The Equality Act 2010; The Independent School Standards Regulations; The Special Educational Needs and Disability Code of Practice (2015); The Early Years Foundation Stage (EYFS) Statutory Framework 2025 and relevant employment legislation.

Please also see the following Falkner House policies: Admissions, Behaviour, EYFS Policy and Structure, SEN, EAL and Disabilities.

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2. Introduction

Falkner House "the School" is committed to providing an inclusive environment in which all members of the School community are treated with dignity, courtesy and respect. The School seeks to promote equality of opportunity, foster good relationships and eliminate unlawful discrimination, harassment and victimisation. The School is committed to ensuring that every pupil is able to participate fully in school life and achieve their potential, regardless of background, need or protected characteristic. The School actively promotes the fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs.

This policy applies to: pupils; prospective pupils; parents and guardians; staff; job applicants; volunteers; contractors; visitors.

The policy applies to all aspects of School life: admissions; education and assessment; co-curricular activities; educational visits; behaviour management; recruitment and employment practices and access to facilities and services.

The School will not unlawfully discriminate on the basis of any protected characteristic under the Equality Act 2010: age; disability; gender reassignment; race; religion or belief; sex; sexual orientation; and, applying only to adults, marriage and civil partnership, pregnancy and maternity; The School will not tolerate discrimination, harassment, victimisation and bullying of pupils, staff and visitors alike and aims to create a culture in which diversity is valued and respected.

The School will: treat all members of the community fairly and with respect; promote an environment free from discrimination, harassment and victimisation; encourage respect for different backgrounds, cultures, beliefs and perspectives; challenge prejudice, discriminatory language and stereotyping; promote inclusion through the curriculum and wider School life; ensure that pupils learn to respect and value differences between people.

Age-appropriate opportunities to develop understanding of diversity, inclusion, respect and citizenship are provided through the curriculum, assemblies, form discussions and other educational activities.

3. Admissions - Please see Admissions Policy

4. Educational Provision

All pupils are entitled to equal access to the curriculum, educational opportunities and co-curricular activities, subject to appropriate educational considerations and health and safety requirements.

The School will: monitor participation and inclusion; differentiate teaching where appropriate; provide support for pupils with SEND; support pupils who use English as an Additional Language (EAL); ensure that assessment arrangements are fair and appropriate and promote high expectations for all pupils.



The school promotes equality through: curriculum planning; assemblies; PHSE/ RSE; promotion of Fundamental British Values and cultural awareness.

The School seeks to identify additional needs at the earliest opportunity and will work collaboratively with parents, staff and external professionals where necessary.

5. Disability and reasonable adjustments and Accessibility - please see Disability policy

6. Employment

The School is committed to equality of opportunity in employment. Recruitment, selection, training, promotion, appraisal, remuneration and professional development decisions will be based on merit, qualifications, experience and suitability for the role. The School will not unlawfully discriminate against employees or applicants and will make reasonable adjustments where required. All staff are expected to support and uphold the principles of this policy.

7. Responsibilities

The Proprietors are responsible for: ensuring compliance with legal obligations; reviewing policies and procedures; monitoring equality-related matters.

The Head is responsible for: implementing the policy; promoting an inclusive culture; addressing concerns relating to discrimination and ensuring appropriate staff training.

All staff are responsible for: treating others fairly and respectfully; Promoting inclusion; challenging discriminatory behaviour and reporting concerns appropriately.

Pupils are expected to: treat others with respect; avoid discriminatory language or behaviour and report concerns to a member of staff.

8. Reporting Concerns

Any allegation of discrimination, harassment, victimisation or prejudicial behaviour will be taken seriously and investigated promptly. Concerns may be addressed through the: following policies: Behaviour, Complaints, Whistleblowing, and Staff grievance and disciplinary procedures;

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. Appropriate action will be taken where concerns are substantiated.



4. Policy monitoring and review

The Proprietors will monitor the effectiveness of this policy through: the Review of complaints and incidents; monitoring admissions and recruitment practices; the Review of SEN and accessibility arrangements and feedback from pupils, staff and parents where appropriate. This policy will be reviewed annually or sooner if required by changes in legislation, statutory guidance or School practice.