



Equal Opportunities Policy

The school considers itself a community in which each individual's needs should be recognised and each of its members' talents and aptitudes should be fostered. It is as a living and caring community that the school is committed to a policy of equal opportunities for children, parents and staff.

The school will not discriminate against anyone on grounds of their racial or ethnic origin, culture, health conditions, circumstances relating to home life, gender, sexual orientation, religious beliefs or, where practicable, disabilities.

This policy extends to the school's recruitment and admissions procedures.

This policy should be read in conjunction with the school's [Behaviour Policy](#), [Disability Policy](#), [Accessibility Planning Policy](#), [Anti-Bullying Policy](#), and [Cyberbullying Policy](#)

This Policy is drawn up based on UK Law. St John's College School Nanjing has regard to this policy and its content and endeavours to adhere to the same standards.

AIMS

The aims of this policy and the School's ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics.
- Promote equality of opportunity for all members of the School community.
- Comply with the School's equality duties with regard to the UK's Equality Act 2010.

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and admits, all

prospective children irrespective of their gender, disability, gender reassignment, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child, which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

EDUCATIONAL SERVICES

The School affords all children access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a child on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that children with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of children from different backgrounds
- Challenge inappropriate discriminatory behaviour by children and staff
- Offer all children access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHEE to:
 - o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the UK's Equality Act 2010.

o Promote positive images and role models to avoid prejudice and raise awareness of related issues.

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-bullying policies.

RELIGIOUS BELIEF

The School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All children are required to wear a uniform. The Head will consider requests from parents and children for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's adherence to the UK's Equality Act 2010.

REASONABLE ADJUSTMENTS FOR CHILDREN WITH DISABILITY

The School has an ongoing duty to make reasonable adjustments for children with a disability to ensure they do not suffer a substantial disadvantage in comparison with other children.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a child's disability and the resources available to the School.

The School produces, every three years, an Accessibility Plan which will be published on the School website and a hard copy made available upon request. This document sets out the School's plan to increase the extent to which disabled children can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled children are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled children of information which is readily accessible to children who are not disabled.

MONITORING AND REVIEW

The Head regularly monitors and reviews the effectiveness of this policy and reports to the governors annually on the policy's effectiveness in practice.

BREACH OF THIS POLICY

Children who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy.