



CHIGWELL SCHOOL

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From the Headmaster
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Staff champion	MEP
Last reviewed by staff	Dec 2018
Next review date by staff	Oct 2019

Equal Opportunities Policy

This policy applies to Chigwell School and the trading subsidiary, Chigwell Mitre Enterprises (CME).

Where reference is made to the School, this applies to both Chigwell School and CME.

Chigwell School, including EYFS, is very clear about its responsibility to treat every individual that comes into contact with the School fairly, equally and with respect. We aim to ensure that Chigwell School is a community in which pupils, staff (teachers and support staff), Governors, parents and visitors feel welcome and equally valued. The School aims to ensure that pupils and members of staff are not given less favourable treatment on grounds age, disability*, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. To fulfil this aim, the School seeks to create an open and supportive environment which is free from unlawful or other unfair discrimination, and which encourages pupils and staff to participate fully.

* Every reasonable effort and reasonable adjustment will be made to ensure that pupils with a disability can participate fully.

The commitment to equal opportunities and all protected characteristics within the Equalities Act 2010 as applied to employment, covers recruitment and selection, training, promotion, terms and conditions of employment, grievance handling and selection for redundancies.

Examples of other steps that we take to ensure that we are an inclusive community are:

Sexuality – the sexuality of an individual is personal and should be respected as such. Homophobia is not tolerated and homophobic attitudes or behaviour is treated as bullying. Tolerance of the others' sexuality is taught through PSHE.

Religious Belief – Chigwell is a multicultural community and although the School is Anglican by foundation, many pupils and staff have other faiths and some have none. These various approaches are all represented in Chapel, Church and Assembly and an approach of mutual understanding and tolerance is adopted. A multi faith approach is taken in Religious Studies teaching.

Race – We believe that all individuals should be treated equally regardless of the colour of their skin and we are very fortunate to have staff, pupils (day and boarders) whose family origins stem from a variety of nationalities. We aim to learn and celebrate all cultures through events such as Chinese New Year meal, Diwali celebrations, and language exchanges. Applicants for jobs at Chigwell are invited to disclose their ethnic origin.

Gender – We are committed to providing equality of opportunity for all sexes and positive role models. We select the most suitable individual for any vacant position. Any form of sexual harassment is taken very seriously.

Disability – All members of the School community are encouraged to respect others regardless of any ability or disability. We are committed to combating discrimination and ignorance towards others on these grounds. Please also see the Disability Policy and Accessibility Plan for Pupils.

Age – We are fortunate to have individuals from across a wide age range making a positive contribution to the Chigwell community. According to employment law, age is not a factor when appointing an adult individual of working age to a position at Chigwell.

Harassment and Bullying – Chigwell School is a community which supports its members and we treat others with respect and kindness. We enforce our Anti-bullying Policy and any persistent misuse of power or aggression, intended to hurt, humiliate or belittle an individual or group is unacceptable (examples of harassment and bullying may include behaviour which an individual knows, or ought reasonably to know, will cause fear or excessive anxiety to another, threatening or coercive behaviour, physical contact, abuse of a position of power, encouraging someone to abuse their position of authority to the detriment of another, offensive or suggestive language or jokes, displaying images which could reasonably be considered to be offensive, vandalism of an individual's property). Pupils should report any possible incident of bullying to their Tutor, Housemaster/mistress or any member of the teaching staff. Adults should speak to their line manager or senior member of staff.

Learning Difficulties - The Head of Learning Support oversees the provision of appropriate support for these pupils who have learning difficulties, such as dyslexia, in accordance with the Learning Support Policy. Our aim is to bring the best out of all pupils so that each discovers and fulfils their talents to the maximum.

For and on behalf of the Governors
M.E. Punt