



BURGESS HILL
— GIRLS —

Equal Opportunities Policy (Whole School including EYFS)	17 a
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Responsible for Initiating Review of Policy	SLT
Committee to Review	SLT
Last Review Date	February 2018
Review Period	3 Years
Approved by (Committee and Date)	SLT February 2018
Approved by Board of Governors	
Effective Date of Policy	February 2018
Next Review Date	February 2021
Related Policies	Policy Statement on Admissions School Accessibility Plan Senior School Personalisation and Individual Needs Policy and the Junior School SEND Policy

Policy Statement

The School is committed to providing equal opportunities and to avoiding unlawful discrimination in recruitment and employment.

The Law

It is unlawful to discriminate directly or indirectly in recruitment or employment on grounds of gender, age, colour, race, nationality, ethnic or national origins, gender reassignment, pregnancy, sexual orientation, religion or belief, or because someone is married or is a civil partner. It is unlawful to treat someone less favourably on grounds of disability than others without that disability are or would be treated, unless the less favourable treatment can be justified, or to fail to make reasonable adjustments to overcome barriers to employment caused by disability.

Some types of harassment or bullying will be unlawful discrimination.

It is also unlawful to victimise someone because he or she has alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint.

Types of unlawful discrimination

Direct discrimination is where a person is treated less favourably than another in comparable circumstances on a prohibited ground. An example of direct gender discrimination would be refusing to employ a woman because she was pregnant.

Indirect discrimination is where a provision, criterion or practice is applied which is such that it would be to the detriment of a considerably larger proportion of the relevant group to which the individual belongs than to others, which is not objectively justifiable and which is to the individual's detriment. An example of indirect gender discrimination could be requiring everyone to work full time unless there is a good reason, unrelated to gender, as to why the particular job has to be done on a full-time basis, since requiring everyone to work full time will normally adversely affect a higher proportion of women than men.

Harassment is where there is unwanted conduct related to one of the prohibited grounds which has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person, or is reasonably considered by that person to have the effect of violating his or her dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for him or her, even if this effect was not intended by the person responsible for the conduct.

Failure to make reasonable adjustments is where arrangements disadvantage an individual because of a disability and reasonable adjustments are not made to overcome the disadvantage.

Victimisation is where someone is treated less favourably than others because he or she has alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint.

How does this work in Practice?

The School avoids unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Person and job specifications are limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion are assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability.

Your responsibilities

Every employee is required to assist the School to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Employees can be held personally liable as well as, or instead of, the School for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Grievances

If you consider that you may have been unlawfully discriminated against, you may use the School's grievance procedure to make a complaint.

The School will take any complaint seriously and will seek to resolve any grievance which it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.

Disability Statement

Burgess Hill Girls welcomes all children who can make the most of the opportunities offered by the School and can flourish in the caring environment of the school regardless of any disability.

Parents are advised to discuss their child's requirements with the School before assessment for entry so that the School can make adequate provision for her. Parents should provide a copy of a medical report to support their request, for example, for large print material or other special arrangements.

ON ENTRY

Each pupil with a disability requires special consideration and treatment, which the School, through its best endeavours will aim to provide. The School will discuss thoroughly with parents and their medical advisers the adjustments that can reasonably be made for their child once they have accepted the offer of a place and before she becomes a pupil at the school. The School also recognises that some disabled pupils may also require specialist support from the School's Learning Support Department, and staff would normally discuss this issue with parents before their child enters the school. Copies of the Senior School's Personalisation and Individual Needs policy and the Junior School SEND policy are available on request.

PHYSICAL ACCESSIBILITY

Parents and prospective parents of disabled children may wish to obtain copies of the school's Accessibility Policy from the website. This shows the ways in which we plan to make our buildings progressively more accessible to disabled pupils, parents and visitors. The school has an active monitoring policy and will do its best to make adjustments to take account of an individual pupil's needs, within the constraints imposed by the site. We are progressively introducing facilities for wheelchair users.

ACCESS TO EDUCATION

The School's Personalisation and Individual Needs Policy (within the Teaching & Learning Policy) ensures that any pupils accepted into the School as being able to benefit from the opportunities on offer at Burgess Hill Girls are given the educational support they need to reach their potential.

THE MEDICAL CENTRE

The School has a medical centre, staffed by a qualified nurse, that is open during the school day so that help can be summoned immediately. The Nurse is always happy to discuss any pupil's health problems with parents as well as the management of any medical condition.

ASSOCIATED POLICIES

1. Policy Statement on Admissions
2. School Accessibility Plan
3. Senior School Personalisation and Individual Needs Policy and the Junior School SEND Policy