



POLICY DOCUMENT

S07: EQUAL OPPORTUNITIES

The Dean and Chapter of Westminster recognizes and celebrates diversity and the contribution that people with different life experiences can make to our community.

Westminster Abbey Choir School is a Christian school for the education of boys. Subject to this, the school seeks to create a welcoming and safe environment where all are treated on the basis of their merits, abilities and potential and not discriminated against, whether directly or indirectly, on grounds of age, disability, gender, marital status or civil partnership, family circumstances, race, nationality or ethnic origin, religion or belief or cultural background, linguistic background, special educational need, sexual orientation, gender reassignment or academic or sporting ability. The school will continuously strive to engender an atmosphere of respect, tolerance and understanding and to ensure that everyone in or associated with the school is treated with respect and dignity.

To these ends the school will:

- treat all those within the whole school community (ie pupils, staff, parents, governors and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, cultural and linguistic backgrounds, and experiences;
- nurture a school ethos which promotes equality of opportunity, develops understanding and challenges myths, stereotypes, misconceptions and prejudices;
- encourage everyone within the school community to gain a positive self-image and high self-esteem;
- have high expectations of everyone involved with the school and work to enable them to develop and grow to their full potential;
- promote mutual respect and value each other's similarities and differences and face equality issues openly;
- identify and remove any practices, procedures and customs which are discriminatory, challenge them, and replace them with practices which are fair to all;
- assess how the needs of individual children should be met, in particular those with additional educational needs, to ensure they are included, valued and supported;
- make reasonable adjustments where appropriate for those with additional needs including those with protected characteristics as set out in the Equality Act 2010;
- maintain a plan for improving disabled access.

So far as possible, any incident or concern involving or impinging upon equal opportunities will be speedily resolved by the school. If the matter is not thus resolved, the school complaints procedure should be invoked.

The Abbey's Disciplinary Procedure will be used where the conduct of staff does not support these principles.