



SINCE 604 AD

KING'S SCHOOL

ROCHESTER

EQUAL OPPORTUNITIES POLICY

This policy is applicable to all pupils in the school, including those in Boarding and in the EYFS.

This policy was adopted on:	26.04.16
Policy last reviewed on:	01.09.25
Person/Body reviewing:	OMS, KXC
Date of next review (except in the case of relevant legislation):	01.09.27

At King's School Rochester, we are committed to fostering an inclusive and diverse environment where everyone feels valued, respected, and has equal opportunities to thrive. We believe that embracing diversity and promoting equality is not only a legal obligation but also a fundamental aspect of our educational and moral principles. This Equal Opportunities Policy outlines our commitment to creating a fair and inclusive community within our school. King's School Rochester acknowledges and welcomes its duty under the Equality Act 2010.

Purpose

Our Equal Opportunities Policy aims to:

1. Promote equality of opportunity for all individuals associated with King's School Rochester, regardless of age, SEN and disability (within the physical limitations of the buildings), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
2. Eliminate discrimination, harassment, and victimisation in all aspects of school life, including recruitment, admissions, teaching and learning, extracurricular activities, and staff development.
3. Provide a framework for addressing and resolving any complaints related to discrimination, harassment, or victimisation promptly and effectively.

Responsibility

The successful implementation of this policy relies on the cooperation and support of the entire school community. All individuals, including pupils, parents, staff, and governors, have a shared responsibility to promote and uphold equal opportunities and the School's ethos of tolerance and respect.

Admissions and Recruitment

1. Admission to King's School Rochester will be conducted without discrimination, ensuring equal opportunities for all applicants, regardless of their background or circumstances.
 - a. We welcome applications from potential pupils with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. To this end, a pupil is admitted to the School on the basis that the Principal or Vice Principal(s) consider that they have the potential to benefit from the education offered. (Please refer to the King's Rochester Admissions Policy for more details).
 - b. Scholarships and means-tested bursaries may be offered to enable pupils who meet the admission criteria to attend the school. (Details of these can be obtained by contacting the Head of Admissions).
2. Recruitment processes for staff will be fair and unbiased, focusing solely on qualifications, skills, experience, and suitability for the role.

Curriculum and Teaching

1. The school curriculum will be designed to reflect and celebrate the diversity of our society, promoting understanding, tolerance, and respect for all individuals.
2. Teaching and learning materials will be inclusive, avoiding stereotypes, and will challenge any discriminatory or biased behaviour or ideas.
3. All students will have equal access to a broad and balanced curriculum, regardless of their background or abilities, including provision for students with special educational needs and disabilities.

Behaviour and Conduct

1. All members of the school community must treat each other with dignity and respect, refraining from any form of discrimination, harassment, or victimisation.
2. The school will actively challenge and address any incidents of discrimination, harassment, or victimisation, providing appropriate support to victims and taking disciplinary action where necessary.

Professional Development

1. The school will provide opportunities for staff to develop their understanding of equality, diversity, and inclusion through regular training and professional development programmes.
2. Staff will be encouraged to promote equality and challenge discriminatory practices, fostering an inclusive environment within their classrooms and the wider school community.

Monitoring and Review

1. The school will monitor the effectiveness of this policy and review it regularly, making any necessary adjustments to ensure its continued relevance and effectiveness.
2. Complaints related to discrimination, harassment, or victimisation will be recorded and analysed to identify any recurring trends and implement appropriate measures.

Communication

1. This policy is made available to all members of the school community, including staff, students, parents, and governors.
2. The school will communicate its commitment to equal opportunities through newsletters, notices, the school website, and other relevant channels.

Complaints Procedure

1. Anyone who believes they have been subjected to discrimination, harassment, or victimisation, or has witnessed such behaviour, should report the incident to the appropriate designated staff member.
2. Complaints will be treated seriously, promptly, and confidentially and will be thoroughly investigated in accordance with the School's Complaints Policy. Appropriate actions will be taken to resolve the issue and prevent any recurrence.
3. Individuals will not face any form of retaliation or victimisation for making a complaint in good faith.

Review

This Equal Opportunities Policy will be reviewed biannually to ensure its compliance with legal requirements and to reflect evolving needs and values.