

Kenton College Preparatory School



Equal Opportunities Policy

Audience	Teachers, Parents, Governors, all non-teaching staff
Author	Headteacher & HR Manager
Last review	October 2022
Next review	October 2023
Related policies	Admissions Policy, Anti-bullying, Behaviour with Rewards & Discipline, Learning Support Policy, PSHE /Wellbeing, Safeguarding Policy, Accessibility Plan. All of the above policies are on the school website.

Introduction & Purpose

Kenton College is committed to the principle of equal opportunity for all stakeholders irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle. Kenton College will comply with all legal obligations in Kenya and set out in British Standards Overseas.

In terms of pupils, we believe that equal opportunity is at the heart of good educational practice. All pupils are of equal value and deserve equal access to every aspect of school life. They have an equal opportunity to learn and work towards their highest possible levels of achievement.

Kenton College is totally committed to safeguarding the welfare of all children and young people.

The Board of Governors and staff of Kenton College take seriously their responsibility for safeguarding and promoting welfare of all pupils in their care. The Kenton College Board of Governors are ultimately responsible for the provision stated in this policy.

Equal opportunity means that discrimination on the basis of race, religion, gender, language, disability, protected characteristics or family background is not acceptable. We are, however, beholden to the laws of Kenya.

Roles and Responsibilities

Role	Location	Email
Chairman of the Board	off-site	admin@kenton.ac.ke
Headteacher	on-site	admin@kenton.ac.ke
Deputy Head Academic	on-site	admin@kenton.ac.ke
Deputy Head Pastoral, DSL	on-site	admin@kenton.ac.ke
Deputy Head Juniors, Dep DSL	on-site	admin@kenton.ac.ke
Deputy Head Planning & Development	on-site	admin@kenton.ac.ke
Estates Manager	on-site	admin@kenton.ac.ke
HR Manager	on-site	admin@kenton.ac.ke
Housekeeping Manager	on-site	admin@kenton.ac.ke
Catering Manager	on-site	admin@kenton.ac.ke

Aims of the policy

We aim to ensure that every member of the school community is given an equal opportunity to achieve their full potential – each individual is entitled to work in a supportive environment. In order to achieve this, we are committed to:

- equal access and treatment for all
- being responsive to changing needs
- educating and informing children and parents about the issues in this policy
- avoiding prejudice
- promoting a positive self-image and mutual respect, regardless of differences
- providing for all according to their needs, as far as we are able
- ensuring that equality of opportunity permeates the whole curriculum and ethos of the school
- acknowledging the richness and diversity of Kenyan society and to prepare children for their part in this
- working to agreed Codes of Conduct which can be modified, monitored and evaluated according to current best practice in equal opportunities
- developing a positive attitude to equal opportunity by all staff, children, parents, governors and all who participate in the life of the school

Policy in Practice (pupils and teachers):

- Teachers give all pupils the opportunity to participate fully and equally.
- Through encouragement and recognition, teachers allow every pupil to feel valued.
- Teachers aim to promote the self-esteem of all pupils.
- Teachers are instructed to remain impartial and objective when interacting with pupils (this includes political views for example)
- The Learning Support Department works alongside subject teachers to provide help for those children identified as having specific educational needs.

- Monitoring of pupils' progress according to ability is carried out by the Deputy Head Academic and Head of Junior School and is ongoing. The results are confidential to the relevant subject teachers, senior management and the school governors.
- Respect, tolerance and understanding between pupils and between pupils and adults is promoted. All forms of discrimination are unacceptable.
- Teasing, name-calling and bullying are not tolerated and pupils are sanctioned accordingly.
- Effort is made to ensure teaching materials do not promote negative stereotypes.
- Stereotyping in general is challenged and teachers encourage children to discuss and question stereotypes that occur in books.
- Where appropriate, teachers inform pupils and lead open discussion about the similarities and differences between different peoples and cultures.
- Teachers are sensitive to the cultural backgrounds of pupils.
- Children may be exempt from school lunch at different times of the year if their parents request it for religious reasons.
- Kenton College accepts that on occasion parents may request that their child be absent from school for a day in order to celebrate a religious festival.
- All applications for admission are considered without prejudice or discrimination.
- Knowledge of other cultures is cross-curricular, although TPR and Wellbeing are the main channels for specific teaching to further pupils' knowledge of the lives and needs of people of different origins, genders, economic status, protected characteristics, abilities and religions.

Physical Education & Divs (Sports)

- We do not discriminate between boys and girls in P.E. lessons and all other sporting activities.
- All boys and girls will be given equal opportunities to represent the school in fixtures at the different age category teams (within the boundaries of IAPS regulations e.g. weight restrictions in rugby and single-gender matches and tournaments arranged by the IAPS Headteachers).
- All children will be prepared for all inter-school tournaments and the P.E. Department will ensure a fair and balanced selection process of children to the teams.