



## Lincoln Minster School Equal Treatment



Lincoln Minster School  
The best in everyone

Lincoln Minster School is an independent day and boarding school for girls and boys aged between 2½ and 18 and is a member of the United Church Schools Trust, a non-profit organisation with charitable status. The aims and purpose of this Policy are to ensure that the policies and organisation of the School are consistent, fair and non-discriminatory and that they reflect the ethos and values held by the Trust and by the School. The school community is made up of children, parents, legal guardians, education guardians, teachers and other employees and governors from many different races, creeds and backgrounds. The statement of Christian ethos, which can be obtained on request from the School Offices, sets out the values which underpin the school. Central to those values is the importance of respect and tolerance for all. We seek to find ‘the best in everyone’.

### Policy Statement

In support of the school’s aims and vision, we will promote equal treatment for all members of the school community. In line with UCST standards, Lincoln Minster School is totally committed to avoiding all forms of discriminations as set out in the Equality Act (2010). This applies to pupils (including boarders and those in our EYFS setting), parents and staff members and includes discrimination on the grounds of: age; religion or belief; physical ability or disability (including HIV status); learning ability or difficulty; race (including colour, nationality, ethnicity, family or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment, pregnancy and maternity.

We recognise the school’s responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. To this end, we are committed to ensuring that all school documents demonstrate a commitment to equal opportunities and will avoid inappropriate discrimination of all forms.

This policy applies to all current and prospective members of our school community. The principles of equal treatment guide the way we recruit, induct, train, promote and generally manage all our employees and in the way we conduct admissions of pupils and provide access to facilities, services, opportunities and responsibilities, and the way we guide our expectations of the pupils themselves. Any differences of treatment will be solely for bona fide organisational reasons relating to the management of pupils, parents and employees.

Lincoln Minster School seeks to implement this policy through adherence to the procedures set out in the rest of this document.

This document is available to all interested parties on the school website and on request from the school offices and should be read in conjunction with the following documents: Admissions policy and procedures, Anti-Bullying Policy, Behaviour Policy, PSHE Policy and Schemes of Work, UCST Equal Opportunities Policy.

This policy and the effectiveness of the inclusive practices at Lincoln Minster School are reviewed annually by the school's Local Governing Body and as events or legislation change requires.

Reviewed: C Rickart, Principal, June 2011

Next review due: **June 2012**

## **Procedures**

Particular attention is drawn to the following areas:

### **1. Education**

The School is mainstream and English-speaking. The language of curriculum delivery is English and so we require all teachers to be fluent in English as a language of instruction. We provide extra support for pupils for whom English is not their first language, according to their needs.

We can provide some assistance for children with special educational needs but we have insufficient facilities for children with moderate to severe learning difficulties. However, we are committed to ensuring that all pupils in our care, including those who are disabled or have special educational needs are included, valued and supported, and that reasonable adjustments are made for them. The SENCo in the Senior School is Mrs E Barclay; in the Preparatory School, Mrs D Rickart; and with responsibility for EYFS, Mrs C Basford.

### **2. Boarders**

All school documents demonstrate commitment to equal opportunities and the need to avoid inappropriate discrimination in all forms. Particular care is in place to ensure that there is sensitivity to different needs and a niche for all in our community. Culturally sensitive and appropriate support is provided for boarders for whom English is not their first language, in boarding as well as throughout their curriculum.

There is an expectation that all pupils participate in the cultural and religious life of the school. There is however special provision for those pupils with special dietary, dress or religious observance requirements or needs because of their religious or cultural background.

### **3. Early Years Foundation Stage**

All school documents demonstrate commitment to equal opportunities. In line with the EYFS statutory framework at Lincoln Minster School EYFS we ensure positive attitudes to diversity and difference, so every child is included and so that all children learn to value diversity in others and grow up making a positive contribution to society.

#### 4. **Religion**

The charitable objects of the United Church Schools Trust embrace a Christian ethos. As stated above, a full statement setting out the School's Christian ethos is available. This statement describes the ways in which the policies and practices of the School will reflect that ethos. We respect the right and freedom of individuals to worship in accordance with other faiths subject always to their respecting the rights and freedoms of the school community as a whole. It is hoped that staff, parents and pupils of all faiths will find the School a welcoming community.

#### 5. **Admissions**

Candidates for admission as pupils are required to satisfy the academic and character requirements current at the time of admission and as set out in the Admissions Policy from time to time in force. Factors which will not be taken into account in the assessment of a pupil for admission are: the applicant's race, nationality or ethnic or national origin, area of residence or socio-economic group.

#### 6. **Employees**

It is our aim to ensure that the recruitment and selection of staff is consistent, fair and non-discriminatory. Clear advice and training is provided for those involved in the recruitment and selection process. A genuine occupational qualification based on gender, fitness and professional skills applies to some employed positions.

#### 7. **Disability**

Subject to the physical constraints of our buildings, we welcome applications for employment, or for school places, or as a governor or service provider, from people who have a disability within the meaning of the Disability Discrimination Act 1995 (as amended). Every application will be processed and considered fairly. We will make reasonable adjustments to our systems and procedures in order to accommodate disabilities of which we have been made aware.

A list giving details of accessibility plans for the School (covering, for example, ways in which disabled pupils can participate in the school's curriculum) is available from the school offices. The nature of some of the buildings and grounds making up the school mean that it is not possible for us to make the school fully accessible to all adults and pupils. The School will, however, wish to respond positively when reasonable adjustments are drawn to its attention.

#### 8. **Awareness and Training**

We recognise the importance of ensuring that employees and pupils are aware of the Equal Treatment Policy. Awareness of this among employees is raised and maintained by means of discussion at staff meetings and forms part of our education programme for pupils (in PHSE lessons and tutor groups). Staff are also covered by the UCST Equal Opportunities Policy. Lincoln Minster School is committed to work with the community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action taken to prevent any repetition.

## 9. **Complaints**

Any person who believes he or she has received less favourable treatment on any of the grounds referred to in this policy should make a formal complaint:

- An employee should complain in accordance with the relevant Grievance Procedure a copy of which can be found in the relevant Employment Booklet
- A pupil, parent, legal guardian or education guardian should make a formal complaint in writing to a member of staff in the first place, usually the relevant tutor or form teacher, or to any other adult member of the staff who is in a position to report the complaint. A copy of the School's Complaints procedure can be downloaded from the website or obtained by contacting the Senior School or Prep School Office.

## 10. **Enforcement**

Equal treatment is a matter which the School takes seriously; we will investigate every complaint brought to our attention. Disciplinary action may be taken against any member of the school community – adult or pupil – who is found to have acted in contravention of this policy.

## 11. **Review**

This policy should be read in conjunction with the school's policies on Behaviour, Discipline, Anti-bullying, Admissions and the PSHE schemes of work.