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EQUAL OPPORTUNITIES POLICY

October 2026

Promoting equal opportunities is fundamental to the aims and ethos of EIFA International School ("EIFA", "School", "we", "us" or "our"). The School is committed to equal treatment for all pupils and employees, regardless of race, gender, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity 'protected characteristics'.

1. AIMS

The aims of this policy and the School's inclusive ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School community
- Comply with the School's equality duties contained in the Equality Act 2010
- To respect and value diversity in the School community
- To ensure that equality is an integral part of all planning and decision making within the School
- To make the School a place where everyone feels equally welcomed and valued.

All members of the School community are expected to comply with this policy.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

2. PUPIL ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and admits, all prospective pupils irrespective of their gender, disability, gender reassignment, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs ('SEN').

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

3. EDUCATIONAL SERVICES

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all pupils and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- Ensure that pupils with English and/or French as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and teaching to:
    - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010
    - Promote positive images and role models to avoid prejudice and raise awareness of related issues
    - Develop each pupil's sense of personal and cultural identity and to encourage pupils to be confident, open to change, receptive and respectful towards other identities.

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms are unacceptable and will be dealt with in accordance with the School's Behaviour Management and Anti-bullying policies for pupils and Disciplinary policies for employees.

4. RELIGIOUS BELIEF

The School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the School community.

The Board of Directors, through the Senior Leadership, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

5. REASONABLE ADJUSTMENTS FOR PUPILS WITH A DISABILITY

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

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6. EMPLOYEES: SAFER RECRUITMENT AND PROFESSIONAL DEVELOPMENT

The School is committed to equality for all in the appointment, development, training and promotion of employees. It is opposed to any direct or indirect discrimination based on any of the protected characteristics.

It will ensure that:

- Recognises the value of a diverse and inclusive workforce
- Promotes equality, in line with anti-discrimination legislation, positively in all employment decisions
- All recruitment advertising, shortlisting, selection, induction, appraisal, training, development, promotion, terms and conditions of employment, pay and dismissal will be based on objective and fair assessment of School requirements.

To ensure equality of opportunity the School will:

- Ensure all vacant posts within the School will be advertised internally, whether or not they are also advertised externally
- All terms and conditions of employment and related benefits shall be non-discriminatory, except in cases where there is a legal requirement that the job holder is of a specified gender or where health and safety regulations apply
- All applicants for employment and all employees applying for alternative positions or promotion within the School shall be assessed according to their skills, experience and ability to do the job
- Equal consideration will be given to all employees for training opportunities, both to perform their job and to develop personally
- Employees will be appraised against relevant, objective criteria to measure performance and training needs
- The School will not discriminate against any former employee on the basis of any protected characteristics.

7. HARASSMENT OR BULLYING

The School will not tolerate any unwanted conduct relating to a protected characteristic or any other general characteristic of employees, that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Any act of victimisation, harassment or bullying against any pupil will be investigated in accordance with the School's Behaviour Management Policy. Any act against an employee or third party, will be investigated in accordance with the School's procedure and may lead to formal disciplinary action. The procedure for dealing with suspected harassment or bullying against employees can be found in the School's Grievance Procedures.

8. MONITORING AND REVIEW

The School's Senior Management regularly monitors and reviews the effectiveness of this policy and its progress in meeting its objectives in practice. If any barriers to equal opportunities are identified, any necessary changes will be made to this policy.

9. BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy, employees who are in breach of the policy will be dealt with through the School's Disciplinary Policy.

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