



EQUAL OPPORTUNITIES POLICY

Policy Statement

NCES works to develop an inclusive, respectful, and equitable environment for all members of its school community. We actively promote equality, we value diversity, and inclusion is made a fundamental part of all aspects of school life. Any discrimination, harassment, or victimization based on any grounds is unacceptable.

Policy Purpose

This policy aims to:

- Eliminate unlawful discrimination, harassment, and victimization.
- Encourage equality of opportunity for all individuals, including staff, students and parents.
- Develop a culture of positivity and tolerance between all groups within the school community.
- Provide equal access to education, employment, and enrichment opportunities, irrespective of race, gender, age, disability or religion.

Personnel Involved

- School Leadership Team: Provide strategic direction and ensure policy implementation.
- Safeguarding Team: Ensure compliance with child protection and wellbeing policies.
- HR and Recruitment Officers: Maintain equitable employment practices.
- Teaching and Support Staff: Model inclusive behaviors and report concerns.
- Students and Parents: Participate respectfully and contribute to a positive school culture.

All staff are expected to uphold the principles of this policy and challenge discriminatory behavior wherever it is encountered.



Procedures

To promote equal opportunities, NCES will:

- Treat all members of its community fairly and respectfully, irrespective of their race, gender, age, disability or religion.
- Adhere to NCES Admissions and Safer Recruitment policies.
- Make reasonable adjustments for individuals with additional needs.
- Offer equality, inclusion, and unconscious bias training for staff.
- Have inclusive content and representation in the curriculum.
- Encourage pupil voice and input to school culture development.
- Investigate and follow up on any reported incidents of discrimination or exclusion.
- Collaborate with families in supporting individual needs.

Time Reviewed

This policy was created in August 2025 and will be reviewed annually to maintain a culture of equality and inclusivity.

Last reviewed: August 2025