

Equal Opportunities

Equal opportunities Goal

The Elms equal opportunities goal is to achieve universal acceptance and application of a working environment free from any form of harassment, intimidation, and unlawful discrimination, in which all have equal opportunity, consistent with our legal obligations, to realise their full potential in contributing to the delivery of teaching and the effectiveness of learning for all staff and pupils. The Elms respects and values every individual's unique contribution, irrespective of their race (including colour, nationality, ethnic or national origins), religious belief or political opinion, age, mental or physical disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, sexual orientation or social background.

THE GOVERNING BODY

Under the School's Articles of Association as a Charity, it can have a maximum of twenty governors. The aim of all who are appointed as a governor is to bring to this body an appropriate skill and relevant experience with the overall aim being to have a Governing Body such that approximately a third come from an educational background, a third from a professional background and a third from a commercial or business background. Where possible it is also hoped to provide an appropriate age spread in the Governing Body and that there will be some who have no former link with the school and others who, either as an Old Trident or as an existing or former parent, have some experience of the school before serving as a governor. Although it would be hoped that a consequence of this policy would be to achieve an appropriate gender balance within the Governing Body, when an individual is being considered as a potential governor, no consideration is given to an individual's race (including colour, nationality, ethnic or national origins), religious belief or political opinion, age, mental or physical disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, sexual orientation or social background.

EMPLOYMENT OF (TEACHERS AND SUPPORT) STAFF

- All advertisements meet current Equal Opportunities legislation.
- When considering the most suitable applicant to fill a vacant position, an individual's race (including colour, nationality, ethnic or national origins), religious belief or political opinion, age, disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, sexual orientation or social background will play no part in the selection procedure unless the post, such as a post linked with the care of boarders, reasonably demands such consideration regarding gender.
- Any internal appointments will be made irrespective of an individual's race (including colour, nationality, ethnic or national origins), religious belief or political opinion, age, mental or physical disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, sexual orientation or social background will play no part in the selection procedure.

For teachers, applications will be invited for any significant managerial post that becomes available.

All appointed staff have a full enhanced CRB check carried out prior to commencing.

RECRUITMENT OF PUPILS

When consideration is being given as to whether a pupil should be offered a place at The Elms, the following are taken into consideration:

- Behaviour and social integration into class on assessment day;
- performance in age related assessments;
- if the pupil has any Special Educational Needs and if the school can adequately cater for such needs;
- the confidential report issued by the school at which the prospective pupil is currently a member;

Pupil places are offered irrespective of race(including colour, nationality, ethnic or national origins), religious belief or political opinion, age, mental or physical disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, (in accordance with the reasonable adjustments statement), sexual orientation or social background (for prospective boarding pupils only, subject to a boarding place being available within a gender specific boarding house).

PUPILS/STUDENTS AT TRENT

- Although the school requires every pupil to respect our Christian values and treat the Chapel as a physical representation of this, the school will try as far as reasonably possible to accommodate any cultural or religious requirements of any individual. This includes recognizing an individual's right to wear a specific style of clothing, to eat specific types of food and to be able to practise their faith.
- Through the delivery of a PSHE programme, through chapel, assemblies, links with the community and the curriculum the school endeavours to educate pupils in the understanding that:
 - every individual has rights and these must always be respected;
 - they should not form quick opinions of individuals;
 - they should always search for an individual's qualities and not exploit any weaknesses;
 - they should always be careful of the comments they make about an individual, either directly or indirectly, and certainly such comments must never be derogatory or highlight in an unacceptable manner, an individual's race (including colour, nationality, ethnic or national origins), religious belief or political opinion, mental or physical disability (in accordance with the reasonable adjustments statement), gender (including gender reassignment), marital, civil partnership, parental status, sexual orientation or social background.

Those in authority, both teachers and students, will be expected to be alert to any pupil who is clearly in breach of the School's Equal Opportunities Policy and always to take appropriate action. Doing nothing is unacceptable.

THE SCHOOL'S RESPONSE TO BREACHES BY STAFF/GOVERNORS/PUPILS/STUDENTS OF ITS EXPECTATIONS

Appropriate action will be taken against anyone who is in breach of the School's policy on Equal Opportunities and, if the matter is sufficiently serious, this could include an individual being suspended from school for a period pending an investigation of the incident(s) in question.