



GENEVA ENGLISH
SCHOOL

EQUAL OPPORTUNITIES POLICY

Promoting equal opportunities and an understanding of all aspects of equality, including gender equality, is fundamental to the values and aims of GES

Geneva English School is committed to equality of opportunity for all members of its community. The Equal Opportunities Policy aims to ensure that no pupil, member of staff or visitor is subjected to unfair discrimination. The School will not discriminate unfairly on the grounds of an individual's age, gender, gender reassignment, race, ethnicity, religion or belief, sexual orientation, pregnancy and maternity, disability, learning difficulty, body image, social background or other such unjustifiable cause. The School will endeavour to create an environment in which pupils and staff give due respect to other people and to their work or ideas.

ADMISSION AND EDUCATIONAL PROVISION

GES welcomes applications from children with as diverse a range of backgrounds as possible: this enriches the community and is vital in preparing children for today's world (Refer to [Admissions Policy](#)). GES concentrates on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

GES welcomes applications from children with special educational needs and disabilities, and has a dedicated Learning Support department. (Refer to [Admissions Policy](#) and [Learning Support Policy](#)). In any review of admissions procedures, the School will ensure that consideration is given to issues of equal opportunity.

EMPLOYMENT

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential. The School will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

POLICY REVIEW

The School is committed to the continuous development and review of its policies to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, employees or visitors. The School will also, where suitable, initiate new policies and practices. In meeting these commitments, the School will take due account of any duties or obligations imposed by Swiss law.

AWARENESS AND PRACTICE

The School is committed to encouraging awareness across the community of issues associated with equal opportunities. In particular, the School is committed to examining its practices with regard to:

- gender equality;
- equal opportunities and treatment for all children and staff, regardless of culture, race or ethnicity;

We seek to promote an open-minded, tolerant and welcoming society and to eliminate any conscious or unconscious prejudice or bias.

Geneva English School has been awarded with the Bronze level ('Rights Committed') level of the Rights Respecting Schools Award Scheme. This initiative, run by UNICEF, encourages schools to place the United Nations Convention on the Rights of the Child at the heart of their ethos and curriculum. It aims to protect the wellbeing of all young people and help them realise their potential. It is based on the principles of equality, dignity, respect, non-discrimination and participation. Our aim is to continue to work towards higher levels of the award scheme, consulting closely with pupils and parents as we do so.

CODE OF CONDUCT

The Head, Senior Leadership Team (SLT) and all members of staff should play an active role in monitoring the implementation of GES's policy on equal opportunities. Use is made of assemblies, PSHCE, and other lessons to:

- promote tolerance of each other and respect for each other's position within the GES community;
- promote positive images and role models to avoid prejudice and raise awareness of related issues;
- foster an open-minded, sensitive and informed approach, encourage all members of the community to recognise the value of diversity and the contributions made by different cultures;
- understand how to deal with offensive language and other forms of discriminatory behaviour.
- promote an awareness that the School will deal with any incidents promptly and in a sensitive manner.

Bullying, harassment and discrimination in all their forms are unacceptable; Our [Behaviour and Discipline Policies](#) and [Anti-Bullying Policy](#) contain clear procedures for preventing incidents and for dealing with them if they arise. Teaching staff and Teaching Assistants receive regular training in these areas. Refer also to the [Staff Code of Conduct](#).

A successful equal opportunities policy requires strong and positive support from parents. It also requires constant vigilance by all members of the school community.

THE ROLE OF GOVERNORS

The Board of Governors is committed to equal opportunities and will do all it can to ensure that all members of the school community are treated fairly and equally. The Governing Body aims to ensure that no member of the school community is unlawfully or unfairly discriminated against on account of their age, gender, gender reassignment, race, ethnicity, religion or belief, sexual orientation, pregnancy and maternity, disability, learning difficulty, body image, social background or other such unjustifiable cause.

COMPLAINTS

The School will do all that it can to protect pupils, members of staff and visitors from discriminatory behaviour. Allegations of discrimination will be dealt with under the relevant policy: [Behaviour and Discipline Policies](#) for pupils, or the [Grievance Procedure](#) or [Disciplinary Procedure](#) for members of staff. The school's [Complaints Procedure for Parents](#) is published on the GES website and is available on request.

Author: Tim Meunier, Head

Approved by the Board of Governors: March 2017

Updated: August 2018

Review date: July 2019