



THLCIC Equal Opportunities Policy

Inclusion is the backbone of Treasure House's ethos. There is an expectation that all members of staff, visitors and volunteers, as well as students, demonstrate empathy for and acceptance of one another.

Key to this is respect for and tolerance of each other's:

- Age
 - Race, including colour, nationality, ethnic or national origin
 - Marital Status (as well as being in a Civil Partnership)
 - Religion
- Faith or religion or lack of religion/belief
- Emotional and mental state
- Physical capabilities
- Learning capabilities
- Gender
- Gender orientation
- Sexual orientation
- Economic circumstance

Students will be expected to fully participate in sessions covering challenging issues such as:

- Lifestyle choices eg. gay marriage, single parenthood
- World poverty
- Sustainability
- Religious freedom

When facilitating a session or discussion, especially in regards to politics, balanced views are always offered and students and staff members are encouraged to explore a range of perspectives and challenge pre-conceptions that they may have in each area of discussion. Mutual respect and trust are fostered at all times so that every participant feels safe to explore what are often sensitive issues.

Students, staff and visitors are encouraged to discuss their own cultures, backgrounds and experiences as a starting point for developing empathy and tolerance, with the intention that this can be extended outside of the school setting.

With guidance, every student will develop, at their own pace, the ability to navigate the outside world and begin to take responsibility for their own future success and happiness, and the shared success and happiness of those around them. We recognise that this may present more of a challenge to some students than others, but will continue to strive to promote these values in all of our students.

We strongly oppose any kind of discrimination or prejudice, and are mindful of our responsibilities under the Disability Discrimination Act 2005 as well as the Equality Act 2010.

Treasure House (London) CIC

Treasure House (London) CIC aims to:

- give all members of the community equality of opportunity in all areas of school life
- ensure that the curriculum in all its aspects and also extra-curricular activities make provision for each individual students regardless of her ability, disability, race, culture or background
- ensure that our teaching and the resources we use are void of stereotypical views and reflect our multi-cultural society
- ensure that teaching resources and displays portray people from different ethnic and cultural groups and different class backgrounds in a realistic and positive way
- create an atmosphere in which all members of the community can feel self-respect and can take pride in their origins
- ensure that all members of the community have the confidence to make their own contribution to the life of the School
- celebrate the cultural and racial diversity of students and staff

In order to fulfil our aims we have systems in place to:

- provide educational opportunities of a high quality for all
- provide a comprehensive PSHEE programme
- heighten awareness of educational and career opportunities for all
- raise aspirations
- provide high quality teaching and learning
- promote mutual acceptance and respect in all aspects of school life
- challenge prejudice if and when it arises
- employ a consistent approach when dealing with racist incidents
- address any issue which might threaten the well-being or happiness of any member of the community
- make all reasonable adjustments to ensure that no members of the school community are placed at a substantial disadvantage for reasons relating to their disability
- explore ways of making the school site more DDA compliant (see our DDA Plan)
- Support the access to recruitment opportunities for all and never discriminate when making appointments

The systems we use include:

- regular monitoring of teaching and learning
- challenge of low expectations and low standards of achievement
- regular review of curriculum provision and resources used
- classroom observation
- assemblies
- links with parents and the wider community
- links with outside agencies and support services to ensure that a range of
- resources and facilities are identified for the benefit of individuals
- regular reviews of policies

Treasure House (London) CIC

This policy was last reviewed in July 2015 and will be reviewed every three years or as changes in legislation dictate.

Signed
Helen Webb
Director

Signed
Naomi Long-Srikrotriam
Director