



Oporto British School

To Strive for Success and to Serve *Est. 1894*

Equal Opportunities Policy

Fundamental to the school's Guiding Statements is the recognition of the worth of each individual within the establishment. The school recognizes that all pupils/students and staff should nurture attitudes and practices that embrace this principle. It is important that such attitudes are maintained outside the school community, so that individuals may develop as 'kind and thoughtful individuals, mindful of the needs of others, in order to become valued and caring members of the school, local and global communities.'

Aims of the Equal Opportunities Policy

- To nurture attitudes and practices that combat discrimination, prejudice and stereotyping
- To recognize the worth, talent and potential of all individuals regardless of race, creed, gender, culture, age or physical or mental condition
- To raise levels of achievement by ensuring that all members of the community enjoy equality of opportunity
- To raise awareness of issues concerning equality of opportunity

Staff

- When recruiting staff, the criteria for appointment will be concerned only with the suitability of the candidate in terms of relevant qualifications, experience, and suitability to work in the school and live in Porto
- In principle, all positions in the school (including those carrying a level of responsibility) will be openly advertised, both internally and externally. Any individual may apply for any post that is advertised.
- All staff are required to adhere to and promote the school's Equal Opportunities Policy both in their teaching and in the way they behave, both inside the school and in the wider community

Pupils

- Any pupil may apply for a place in the school. The allocation of a place will adhere strictly to the school's Admission Policy and Procedures
- All pupils will have access to every relevant course and activity within each year group
- All pupils will have access to positions of responsibility, such as prefects, monitors, school council, according to procedures of appointment

Curriculum & Extra-Curricular Activities

- All Curricular and Extra-Curricular Activities should be accessible to all pupils/students (NB Issues concerned with Health & Safety, participating number and the school's guidelines for Trips and Visits must be taken into consideration.)
- Equality of Opportunity issues must be addressed within the curricular provision of all pupils/students in the school.



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Refer also to:

School Mission & Guiding Statements Statements

Curriculum Policy

Staff Recruitment & Retention Policy

Appointment of Prefects

PSHE

Review and Evaluation: every 3 years by SLT with recommendations to Headmaster and Board.

Draft/Adopted: May/June 2005

Reviewed: March 2012/ January 2016