



EQUALITY POLICY

RPE-PL-08

POLICY OWNER	Education Quality and Accountability Office
MONITORING AND EVALUATION	Principal and Senior Leadership Team
APPROVED BY	School Board
APPROVAL DATE	
DATE POLICY CAME INTO EFFECT	
PERIOD OF REVIEW	2 years
DATE OF NEXT REVIEW	

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1 RPE Mission and Vision

Mission

Richmond Park Education aims to provide an inclusive learning environment that **nurtures, inspires and empowers** the students to reach their full potential academically, socially, and emotionally. Through innovative teaching methods, engaging and challenging enrichment programmes, personalised attention, and collaboration with families and the community, we cultivate critical thinking, creativity, and a lifelong passion for learning.

Vision

Vision of Richmond Park Education is to prepare the students to become compassionate, confident, and responsible global citizens who are equipped with the knowledge, skills, and values to thrive in an ever-changing world.

2 Introduction

This policy was prepared by RPE Education Quality and Accountability Office, to meet the requirements of the schools in accordance with the following acts: [Equality Act 2010](#).

The School Board has agreed and ratified this policy.

This policy is to be read in conjunction with the following policies: Anti-Bullying Policy, Curriculum policy, Behaviour Policy, Health and Safety Policy, Admissions Policy, PSHE Policy and SEND Policy.

3 Rationale

Richmond Park International School, Sarajevo (in further text - the School) is firmly committed to providing equitable opportunities to all members of its learning community, including staff, students, parents, and visitors. We unequivocally condemn and prohibit all forms of discrimination, including racism, sexism, and homophobia based on gender or sexual orientation, as well as prejudicial attitudes towards culture, religion, and special educational needs/disabilities, alongside bullying or any other manifestation of oppressive behaviour.

Discriminatory practices are actively discouraged, and students are encouraged to demonstrate respect for others. Recognizing the influential role of schools in shaping attitudes and values among young people, we actively promote anti-discriminatory behaviour to deter antisocial conduct.

Consequently, the School is committed to fostering a learning and teaching environment that is devoid of discrimination. We maintain consistently high expectations for all pupils and staff, irrespective of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion/belief, sex, sexual orientation, ethnicity, or social background.

Education is fundamentally about maximising opportunities for personal growth and fulfilment, which should be accessible to all individuals regardless of ability, age, gender, ethnicity, or social background. These opportunities are facilitated through proactive measures by the school and the broader community.

At the School, we embrace and celebrate diversity of culture, race, and talents, striving to ensure that each individual feels valued and recognized for their contributions to the school community. Our mission statement emphasises the importance of every student, irrespective of their background, feeling integral to our community.

We are committed to providing all students with equality of opportunity, regardless of gender, ability, ethnicity, or religion. Efforts are directed towards narrowing the achievement gap among various student groups to ensure equitable opportunities in their adult lives and to empower them to make meaningful contributions to society. These principles are fully embedded in our school's vision and values, fostering positive relationships and mutual trust across the school community.

4 Aims

Commitment to Equality, Diversity and Inclusion (EDI)

Equality, diversity and inclusion ensures fair treatment and opportunity for everyone. It aims to eradicate prejudice and discrimination on the basis of individual or group of individuals' protected characteristics.

At Richmond Park International School, Sarajevo, we are committed to the following aspects of equality:

- ensuring a high quality of education for all students,
- supporting the positive development of personal and cultural loyalties and identities, preparing students for full participation in society,
- ensuring our staff do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other equality protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion/belief, sex or sexual orientation,
- promoting the principles of equality, respect, fairness and justice,
- developing universal values and citizenship by celebrating cultural diversity and supporting students to develop positive self-images and self-esteem,
- providing students with equal access to the full range of learning opportunities, through inclusive practises in all aspects of the school life,
- promoting positive relationships between people of different ethnic groups, challenging stereotyping and prejudice, and acting promptly to remove any forms of direct or indirect discrimination,
- ensuring all recruitment, employment, promotion and training systems are fair to all and providing opportunities for everyone to achieve.

At Richmond Park International School, Sarajevo, we are aware of our obligations under the Equality Act 2010 and comply with nondiscrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff Development and Training

Staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes. New staff receive training on the Equality Act as part of their induction, and all staff receive annual refresher training (through The National College platform).

All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and linked to safeguarding practices to ensure good equality practice through the recruitment and selection process.

Measures to Eliminate Discrimination

At Richmond Park International School, Sarajevo we commit to undertaking the following measures to eliminate discrimination, harassment and victimisation and to advance equality of opportunity:

- We actively promote equality and diversity through the curriculum and by creating an environment which champions respect for all.
- We take action to close any gaps, especially for those students not making sufficient progress in acquiring age-appropriate literacy and numeracy skills.
- We use a wide range of teaching strategies to ensure we meet the needs of all students.
- We provide support to students at risk of exclusion.
- We are alert and proactive about the potentially damaging impact of negative language in matters such as race, gender, disability and sexuality.
- We have effective procedures, working in partnership with parents and carers, to identify children with special needs through our student admission meetings.
- We prepare students for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our students.
- We teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through Citizenship Education and across the curriculum.
- We promote a whole school ethos and values that challenge prejudice based discriminatory language, attitudes and behaviour.
- We are opposed to all forms of prejudice and bullying and there is guidance in the Anti-Bullying Policy on how such incidents should be dealt with.
- We provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures.
- We provide opportunities for students to learn about the contribution of different cultures to world history.
- We provide opportunities for students to listen to a range of opinions and empathise with different experiences.
- We respect the religious beliefs and practice of all staff, students and parents/carers, and we comply with reasonable requests relating to religious observance and practice.

5 Roles and Responsibilities

Board

The School Board has devolved responsibility from the Richmond Park Education Board for approving this policy and ensuring it is implemented appropriately. Board members are responsible for ensuring that the School complies with equality legislation and that this policy and related procedures are implemented.

Principal and Senior Leadership Team

The roles of the Principal and the Senior Leadership Team are to:

- implement and review the school's Equality Policy,
- ensure that school policies take into account equal opportunities,
- identify equality barriers and set objectives to address these barriers,
- monitor progress towards achieving equality objectives and review annually,
- ensure that all members of the school community are aware of and implement the policy, and that they are given appropriate training and support,
- take seriously reports of discrimination from parents/carers, students or staff by investigating them and ensuring that appropriate action is taken,
- monitor curriculum planning, school procedures and organisation,
- undertake initiative to improve provision for all students.

Staff

All teaching and support staff will:

- promote an inclusive and collaborative ethos both within and outside the classroom,
- challenge prejudice and discrimination,
- deal fairly and professionally with any prejudice related incident that may occur,
- plan and deliver programmes of study and lessons that reflect the school's principles and ethos,
- maintain the highest expectations of success for all students,
- support different groups of students in their classes through differentiated planning and teaching.

Each school's appointment and human resource procedures will implement all aspects of good practice in equal opportunities and safeguarding. There will be particular attention paid to ensure that all candidates for positions have equal access to selection criteria.

Visitors

All visitors to the school, including parents and carers are expected to support our commitment to equalities, and comply with the duties set out in this policy.

6 Monitoring and Reviewing the Policy

We review the information about equalities in the policy biannually and make adjustments as appropriate. Our review involves students, staff, and carers.