



KNES Equal Opportunity Policy

Kuwait National English School prides itself in providing equal opportunities for all its staff and children regardless of disability, culture, gender, ethnic origin or age.

This policy aims to:

- Offer equal opportunities regardless of race, culture, gender, academic ability, physical ability or age.
- Provide an environment free from social, sexual or cultural prejudice for all members of our school community.
- Achieve an environment in which members of the school community can be respected as individuals and in which the varied experiences of the community can enrich the life of the school.

Principles:

Kuwait National English School is committed to Equal Opportunities and Inclusion. We aim to engender a sense of community and belonging, and to offer new opportunities to learners who may have experienced previous difficulties. We model Equal Opportunities and Inclusion in our staffing policies, relationships with parents/carers and the community in order to meet the stated values of our Guiding Statements.

Equal Opportunities is the responsibility of the whole school community and must be reflected throughout the organisation of the school and be addressed in the taught and hidden curriculum. The school ensures that staff expectations of different race/religious belief groups are no different.

All staff, governors, parents/guardians and pupils regardless of race, ethnicity, disability, gender and socio-economic background, are welcome and will be encouraged to participate in the life of the school.

Actions:

- Governors, staff and pupils will receive training in relevant aspects of equal opportunities to ensure their ability to actively support this policy.
- Parents and pupils will receive information detailing the school's rules identifying expectations of behaviour in Parent Pupil Handbook.



- The school will make all reasonable effort to ensure that meetings are accessible and convenient for all and take into account particular needs and requirements, e.g. physical access, child care and interpreter support.

What follows are the different areas in which the school will pay particular attention to ensuring that there is Equal Opportunity for all.

Equal Opportunities - Multi-Cultural:

It is our school policy:

- To incorporate a balanced view of the world through a multi-cultural approach.
- To recognise that our pupils are global citizens who will meet a wide variety of cultures throughout their lives.

Equal Opportunities - Gender

It is our school policy:

- a) To seek to promote non-sexiest attitudes in both children and staff.
- b) To allow children equal access to opportunities which will equip them for adult life and to achieve challenging expectations.
- c) To work towards the eradication of sexual stereotyping.

In order to work towards the eradication of such differences we will ask ourselves the following types of questions when evaluating our practice.

- Are all children able to try out new roles in play and learning activities?
- ,Are all classroom tasks shared equally between girls and boys?
- Do all children get an equal chance to use equipment and resources?
- Do all our displays and teaching aids present a non-sexiest attitude?
- Are our responses to bad behaviour the same to both boys and girls?
- Are men and women from other cultures presented to children in a non stereotypical way?
- Do all children have equal access to playground space and other play facilities?



Equal Opportunities - Race:

It is our school policy:

- a) That no child or adult should be treated in any way differently, or in a derogatory manner, because of their race.
- b) To challenge racism in the context of a caring school community.

In order to fulfil the above, the following types of behaviour will not be tolerated:

- Provocative behaviour, i.e. wearing of any racist badges or insignia.
- The use of verbal abuse or name calling of a racist nature.
- The encouragement of others to behave in a racist manner.
- The ridiculing of an individual for cultural differences.
- The telling of racist jokes or stories.
- The exclusion of others because of their culture, ethnicity or race.

Equal Opportunities - Ability:

It is our school policy:

- a) To recognise good effort and attitudes regardless of academic achievement.
 - b) To allow all children access to equipment, resources and teacher time regardless of their academic achievements.
 - c) To value all efforts and achievements of children in all areas of the curriculum.
- We believe that educational inclusion is about equal opportunities for all learners, whatever their age, gender, ethnicity, impairment, attainment and background, including those identified as having special educational needs. All children have a common entitlement to a broad and balanced academic and social curriculum, which is accessible to them, and to be fully included in all aspects of school life. KNES sees the inclusion of children identified as having special educational needs as an equal opportunities issue.
 - This does not mean that we will treat all learners in the same way, but that we will respond to learners in ways which take account of their varied life experiences and needs.



- We recognise that pupils learn at different rates and that there are many factors affecting achievement, including ability, emotional state, age and maturity. We believe that many pupils, at some time in their school career, may experience difficulties which affect their learning, and we recognise that these may be long or short term.
- At KNES we aim to identify these needs as they arise and provide teaching and learning contexts which enable every child to achieve to his or her full potential.
- We pay particular attention to the provision for and the achievement of different groups of learners. Every child has an entitlement to a positive, helpful learning environment, with carefully planned work which matches individual needs, in order that they may reach their potential. This will be through differentiated planning by class teachers, Learning Skills teachers, and support staff as appropriate. Within each class, teaching and learning styles and organisation will be flexible to ensure effective learning. Grouping to support children identified with additional needs will be part of this process.

Equal Opportunities - Class:

It is our school policy:

- a) That children should not be treated in any way differently because of an assumed social class.
- b) That assumptions will not be made as regards class difference.

Equal Opportunities - Physical Disability:

It is our school policy that:

- a) Children should not be treated in any way differently to others due to their individual physical disabilities and needs.
- b) A provision should be made for the individual special needs of any disabled children within our school community.

A physically disabled child has a right to take part in all activities within the school environment in so far as their individual disability allows them to do so.



Managing Equality in Practice

Admission - The school follows the Governing Body Admission Policies that do not permit culture, gender, ethnic origin to be used as criteria for admission.

Registration - Pupils' names will be accurately recorded and correctly pronounced. Pupils will be encouraged to accept and respect names from other cultures.

Discrimination -All forms of discrimination by any person within the school's responsibility will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Staff should be aware of possible cultural assumptions and bias within their own attitudes. In all staff appointments the best candidate will be appointed based on strict professional criteria. Parents should be aware of the school's commitment to equal opportunities. Incidents will be recorded.

Language - The school views linguistic diversity positively. Pupils and staff must feel that their natural language is valued.

Resources - will be provided for all pupils according to their needs, irrespective of sex, ability or ethnic origin. Current resources and new acquisitions will be monitored by Heads of Departments to ensure the promotion of a positive image regarding race, gender and culture.

The P.S.H.E. Curriculum - will help to promote a positive image of all members of society, with particular reference to race/religious belief, gender, physical ability and special need.

Displays reflect a positive image of race/religious belief, gender, physical ability and special need. All children are given the opportunity to contribute to display throughout the school and their contributions are valued.

Equal Opportunities for Staff

Kuwait National English School School is an equal opportunities employer. The School prides itself in providing equal opportunities for all of its employers and children regardless of disability, religion, culture, gender, ethnic origin, colour, class or age.



Protected Characteristics

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of:

- Recruitment and selection
- Promotion, transfer and training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies

Conduct at work

Procedures ensure fair and equitable treatment in relation to admission and assessment of students.

The principles of non-discrimination and equality of opportunity also apply to the way in which staff must treat visitors, pupils, parents, suppliers and former members of staff.

Implementation

The School with the assistance of the staff will:

- Break down any barriers to equality of opportunity which may prevent staff members realising their full potential or accessing benefit
- Advertise vacancies and ensure job selection criteria are appropriate for the job.
- Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary.
- Ensure that all members of staff are fully informed and trained on this Policy.
- Monitor the composition of the School and the effects of its recruitment practices.
- Existing procedures are reviewed and examined to ensure they are not discriminatory in their operation
- Language used in official communication reflects the letter and spirit of the policy

Harassment & Bullying Policy

Harassment of any kind is not accepted within the School as detailed in the School's Anti Bullying Policy.