

New Horizon Community School

EQUALITY IN EDUCATION POLICY

2018-2019

Updated: January 2019

Date of next Review: November 2019

This policy relates to New Horizon Community School employees; volunteers and students. The school has a responsibility to comply with those laws that protect the legal rights, defined by: The Disability Discrimination Act 1995; the Disability Discrimination Order 2006 and The Equality Act 2010, of those associated with the school.

Fair and accessible systems are in place to support those who feel their rights have been infringed by decisions or practises of the school. Please refer to our 'Complaints Procedure' which can be accessed via the school website or directly by calling/emailing the school Administration Officer.

This policy works in conjunction with the 'Safer Recruitment Policy' which is designed to protect the Welfare, Health and Safety of our young learners in addition to our 'Admissions' and 'SEN and DDA' Policy.

The objective of this policy is to ensure all relevant equal opportunities legislation are adhered to and that appointees are not discriminated against on the grounds of race, religion, sexual orientation, nationality, age, pregnancy, disability or marital status.

The responsibility of ensuring that regulations pertaining to matters of equality and discrimination are those of NHCS' Governing Body. Their main responsibilities involve:

- Developing 'reasonable' structural changes to facilitate those who require physical support in order to access basic facilities.
- Monitoring procedures to ensure all staff, volunteers and students have equal access to facilities and services.
- Monitoring the recruitment process to ensure all candidates have Equal Opportunities to apply within the scope of the school's Safer Recruitment Policy.
- Monitoring the Admissions procedure to ensure all young applicants have Equal Opportunities to apply within the scope of the school's Admissions Policy.
- Ensure the Equal Opportunity policy is reviewed every three years or when considered necessary as directed by changes in law/policy.

New Horizon Community School is an independent school that relies on annual fees and charitable donations by the community and its generous supporters. Though the school is financially restricted to respond to more challenging requirements, every effort will be made to meet the requirements of those that they can.

Our school building does have wheelchair access, which leads to: the reception, the visitor's toilet, the Prayer Hall and The Media Room. Access will be available to the gym from the back entrance but there is as of yet no access to the first floor.

Please contact the school and arrange a meeting with the Head Teacher to discuss any issues relating to our Equal Opportunities policy.