



Established 1949

The Polish Saturday School in Manchester

Polska Szkoła Przedmiotów Ojczystych im. św. Stanisława Kostki w Manchesterze®

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Equal Opportunities Policy

We believe that all pupils, members of staff and volunteers should have the opportunity to fulfil their potential whatever their background, identity and circumstance. We are committed to creating a community that recognises and celebrates difference within a culture of respect and cooperation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school.

We recognise that equality in line with Equalities Act 2010, will only be achieved by the whole school community working together – our pupils, teaching staff, volunteers, trustees and parents or carers in particular.

Our fundamental aim is to promote equality, inclusion and community cohesion and our commitment to equality is thus a fundamental part of our drive towards excellence.

We take care to treat each individual as a person in their own right. We recognise that everyone has a personal responsibility for the positive application of equal opportunities and that equality of opportunity is fundamentally about fairness and respect. It is achieved by ensuring that discriminatory behaviour, in any form, is not tolerated in our school.

We are totally committed to the principle of equal opportunities and to creating a working and learning environment in which everyone is treated with dignity and respect, and which is free from unlawful discrimination, victimisation or harassment on grounds of his/her colour, culture, class, race, age, gender, sexuality, creed and/or disability.

Our commitment to all aspects of our organisation includes:

- admission criteria
- delivery of the curriculum, extra-curricular activities
- ethos of the school
- recruitment and advertisement of jobs/volunteering opportunities
- terms and conditions of employment
- training, personal development and progression
- grievance and disciplinary procedures
- relationships between members of staff and volunteers

A good education for all our pupils is possible only if equal opportunities practices are an integral feature of all aspects of the life of the school.

All members of the school should be aware of our equal opportunities policies. This includes pupils, teaching staff, volunteers, trustees and parents or carers.

All forms of discrimination by any person within the school's responsibility will be treated very seriously as such behaviour is not acceptable, and therefore a breach of this policy can be considered to be gross misconduct and disciplinary action, including dismissal for serious offences, will be taken against those who do not comply with it.

Such values require a commitment from staff, trustees, and volunteers to accept a code of conduct which:

- encourages respect for every individual
- declares as unacceptable any language, action or belief which is prejudiced or which encourages prejudice in others
- does not tolerate any form of behaviour which is derogatory, demeaning or insulting to other persons or groups on the ground of race, gender, reassignment, disability, religion, culture, political beliefs, sex, sexual orientation or age
- creates an environment in which individual differences and the contributions of all our teaching staff, volunteers, trustees and parents or carers are recognised and valued.

No pupil attending the school should receive less favourable treatment on the basis of, nor suffer disadvantage by reason of his/her culture, class, race, gender, sexuality, creed and/or disability.

We do not permit gender, race, colour, religion or disability to be used as criteria for admission, with necessary restrictions applying only on the basis of special needs, minimum age admission and class sizes.

In all staff appointments, the best candidate will be appointed on strictly professional criteria. It should be noted however, that by the nature of the setting of the Polish Saturday School, it is an essential requirement that all teaching staff speak fluent Polish.

If you have any queries regarding this policy, please contact the equal opportunities officer.

Equal opportunities officer is: Dr. Aleksandra Makojnik