



## **Lüderitz Blue School Equal Opportunities Policy**

### **1. SCHOOL STATEMENT**

- i) Lüderitz Blue School is committed to providing an inclusive teaching and learning environment.
- ii) All learners, staff, parents/guardians, and visitors are welcomed in the school community, regardless of their race, gender, religion, sexual orientation, or disability.
- iii) All members of the school community should feel valued and respected.

### **2. ANTI-DISCRIMINATION**

- i) Discrimination of any form is not tolerated at Lüderitz Blue School.
- ii) The school does not discriminate regarding:
  - Admissions
  - Access to academic lessons
  - Access to extra-curricular activities
  - Interview processes (for prospective staff)
  - Conditions of employment (for staff)
  - Promotion opportunities for staff (where applicable)

### **3. IMPLEMENTATION OF POLICY**

- i) The school takes all reasonable measures to ensure that this policy is implemented effectively.
- ii) Themes of equality and celebrating diversity and difference are covered in Citizenship programmes, as well as in Assemblies.

### **4. REPORTING CONCERNS.**

- i) Any member of the school community who suspects discrimination or unfair treatment is encouraged to report this.
- ii) Complaints can be reported in accordance with the Lüderitz Blue School Complaints Policy.
- iii) Grievances can be reported in accordance with the Lüderitz Blue School Grievance & Disciplinary Procedures Policy.
- iv) Any concern regarding the immediate safety or wellbeing of children should be dealt with in accordance with the Lüderitz Blue School Safeguarding and Child Protection Policy.

Written: February 2023  
Written by: Marnie Allen  
First Review: Lucy Hooft, March 2023  
Second Review: February 2024  
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