



PEGASUS SCHOOLS, EKET, AKWA IBOM STATE, NIGERIA

EQUAL OPPORTUNITIES POLICY (DIVERSITY & INCLUSION)

Approved/reviewed by	
The Head of Schools	
Date of review	January 2024
Date of next review	January 2025

INTRODUCTION

The purpose of this policy is to assert the School's unwavering dedication to non-discriminatory practices and the advancement of positive relations and equal opportunities for all members of the school community, irrespective of race, religion or other culturally distinctive characteristics.

POLICY STATEMENT

Pegasus Schools understands that, under the Human Rights Act 1998 and the Constitution Federal Republic of Nigeria 1999, all schools have a duty to:

- a. Actively identify and eradicate instances of discrimination.
- b. Foster equal opportunities for all individuals within the school community.
- c. Encourage the cultivation of harmonious relationships, mutual understanding, and tolerance among individuals from diverse racial, cultural, faith groups, and traditions.

We are dedicated to ensuring that every student receives an education that offers them the best chance at fulfilling their potential and we have developed this policy to provide a clear framework for how we will achieve our school's aims.

ROLES AND RESPONSIBILITIES

The Board of Trustees will:

- Be responsible for ensuring the school complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure students will not be discriminated against, harassed or victimised in relation to the way the school provides benefits, facilities and education services.
- Ensure all policies are developed and implemented with appropriate equality impact assessments informing future plans in collaboration with the Principal/Headteacher.

The Head of Schools/Principal/Headteacher will:

- Implement and champion this policy, ensuring that all staff and students apply its guidelines fairly in all situations.
- Conduct regular training sessions to ensure all members of staff are aware of their responsibilities, as well as develop their skills and knowledge.
- Ensure that appropriate counselling is made available for students who require immediate interventions, parental assistance and personal counselling.
- Provide support for teachers to effectively manage any discrimination towards pupils with protected characteristics.
- Ensure all new staff receive relevant training on the provisions of this policy during their induction.
- Develop appropriate strategies for communication between parents, educators and the Students Representative Council about any issues related to a protected characteristic.
- Ensure that the school is aware of, and participates in, relevant awareness days, such as Black History Month, World Disability Day etc.

Staff will:

- Be alert to the possible harassment of students both inside and outside of the school, and deal with incidents of harassment and/or discrimination as the highest priority.
- Partake in all Equality, Diversity and Inclusion Trainings.
- Have due regard to the sensitivities of all pupils and not provide material that may cause offence.

- Act as a role model for equality, diversity and inclusion across the whole school community.

PROTECTED CHARACTERISTICS

Religion and belief

Pegasus adheres to Christian principles but embraces diversity by accommodating all religions through practical measures to promote inclusivity. Selection for leadership positions is impartial to students' religious preferences, and we strictly prohibit any attempts to proselytize students of different faiths. Religious events like Christmas and Easter are optional for students of other faiths, respecting their beliefs. Furthermore, we ensure that students have designated spaces for practicing their faith, such as daily prayers. Absences related to religious observances will be managed in accordance with the school's Attendance and Absence Policy.

Race and ethnicity

We ensure that students of all races and ethnicities are not singled out for different and less favourable treatment from that given to other students by regularly reviewing our school practices to ensure that they are fair.

Disability

We ensure that pupils with disabilities are not singled out or treated less favourably than other pupils simply because they have a disability in the following ways;

- We avoid implementing rules that could have an adverse effect on students with disabilities such as using physical fitness as an admission criterion or mandating all students to give presentations, as these actions could unfairly disadvantage pupils with anxiety. Exceptions will only be made if there exists a legitimate reason, and such measures are proportionate to achieving that legitimate aim.
- We commit to avoiding discrimination against students with disabilities based on factors arising from their disability. For instance, we will not prohibit a student on ambulatory aids from going outside during break time just because it would take too long for them to get in and out, unless it is for a legitimate reason and is a proportionate way of achieving that legitimate aim.
- We will make any reasonable adjustments to undertake accessibility planning for students with disabilities and ensure that an Accessibility Plan is implemented and reviewed where necessary. Special Educational Needs (SEN) Policy containing further information addressing equal opportunities for pupils with SEN should be read in conjunction with this paragraph.

Bullying and discrimination

Our Anti-bullying Policy should be read in conjunction with this policy in order to prevent and effectively deal with any discriminatory incidents. Any incidents of a child protection or safeguarding nature will be reported, recorded and dealt with in line with the process in our Child Protection and Safeguarding Policy.

MONITORING AND REVIEW

This policy will be reviewed by the Principal and Headteacher annually and updated where appropriate – any amendments will be duly communicated to staff.