

### Mission Statement

Ambrosoli is a community minded school that nurtures curiosity, creativity and global awareness through an inspiring, broad and engaging curriculum. Children learn to become resilient and respectful in an environment where each child is challenged and encouraged to thrive and achieve as an individual.

### Our Vision

Empowering pupils to become confident compassionate and internationally minded learners.

### **Equal Opportunities Policy**

Ambrosoli is committed to the development of every individual. In such an environment there is no place for discrimination on any grounds. Each member of the school will support this policy by contributing to the creation of a happy and caring environment and by showing respect and appreciation of each other.

### **Overall Aims**

The objective is to ensure non bias, regardless of disability, gender, ethnicity, ability, religion, marital status, economic circumstances and social background.

Discrimination does not need be direct and intentional. If the indirect outcome of a policy is that one group receives less favourable treatment than another, then a complaint of discrimination might be upheld and the school would take this matter very seriously.

### **Educational Aims**

As part of its work to promote equality, Ambrosoli aims to ensure that within its educational provision, children are offered opportunities to:

- Develop an understanding of global citizenship;
- Develop an understanding and appreciation of religious beliefs and cultures;
- Recognise racist/sexist/etc attitudes and behaviour;
- Understand the power of language particularly relating to the verbal abuse of someone because of their disability, race, sex etc.

In the interests of all children the school will encourage positive appreciation of diversity by students, staff, governors and the parent community and take a robust stance against discrimination and abusive behaviour.

## **Ensuring equality**

When recruiting staff and registering new children and families into the school we shall ensure that no discrimination takes place based on a person's religious, marital, social, economic background or nationality.

### Gender

At Ambrosoli, if the outcome of a policy or practice is that females (whether teachers or students) receive less favourable treatment than males or vice-versa, then discrimination may be judged to have occurred. It is not against school policy to separate boys and girls for certain teaching purposes, but it would be deemed discriminatory if one gender had access to curricular opportunities or advantages that were denied to the other.

### Race and ethnicity

As a school we are opposed to all forms of racial/ethnic prejudice and discrimination. Anyone using language or behaviour, which is racist or potentially damaging to any ethnic or racial group will be challenged. The school recognises that Uganda has diverse societies made up of people from many different racial, ethnic, cultural, religious and linguistic backgrounds. It is important that all children are adequately prepared to live in such a diverse society.

### Disability

Ambrosoli strives to be an inclusive school where all children and staff are welcomed. This is within the confines of the school site (with limited access for children/staff with disabilities) and the capabilities of the existing school staff to support children. We treat all students equally and try to ensure students with a disability are enabled as much as possible to be as active and involved as their peers.

### Academic ability

The school is non-selective and provides education for all children where individual needs can be met successfully. Please refer to the school's Individual Learning Needs Policy for more details.

## **Responsibilities**

The Management Team, along with the Governing Body, have responsibility for ensuring that this policy and its related procedures and strategies are implemented.

- For ensuring that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- For taking appropriate action in any cases of discrimination
- For supporting students who have experienced discrimination in any way.

All staff have responsibility for

- Dealing with incidents of discrimination, and knowing how to identify and challenge bigoted bias and stereotyping
- Promoting equality and not discriminating on racial/ethnic, gender, socio-economic or ability grounds

Teaching staff have responsibility for

- Encouraging positive working relations amongst all the Ambrosoli community and ensuring that all children are included in all activities and have equal access to the curriculum.
- Ensuring that lessons are free from discrimination and teach tolerance of race, class, gender and disability.

(The school's personal and social health education policy includes activities to encourage students to avoid stereotyping in their thinking about themselves and their peers and complement and reinforce the school's policy on equal opportunities).

Parents have responsibility for

- Recognising and following the school's equal opportunities policy.
- Reporting incidents of inequality or discrimination.

### **The process of discipline**

The school will involve parents whenever written, verbal and/or physical abuse occurs. Each incident will be treated individually.

### **Resources**

Ambrosoli strives to provide resources for all students according to their needs. Where possible, resources are multi-cultural, avoid gender bias and contain positive images of all social groups.

### **Conclusion**

The problems that encompass the lives of many individuals can be expressed in acts of discrimination against people seen as inferior to others. The elimination of all such discrimination and fulfilment of the school's educational objectives for education at Ambrosoli.

**Robert Kabushenga**  
Chair of the BoG on behalf of the BoG

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