

Equalities of Opportunity Policy 2026

The International British Theatre School (IBTS) is committed to providing a safe, caring, and inclusive environment that promotes equality, celebrates diversity, and actively challenges discrimination.

We ensure that all children, families, and staff are treated with respect and that every individual has equal access to opportunities, resources, and support

Policy Statement

IBTS promotes equal opportunities for all children, families, and staff in accordance with the **Equality Act 2010** and the **EYFS 2024 statutory framework**.

We value the unique qualities of every individual and are committed to ensuring that no one is discriminated against because of their race, gender, religion, culture, age, ability, disability, sexual orientation, family status, or socio-economic background.

Aims

IBTS will:

- Create an environment free from discrimination and stereotyping.
- Respect the diverse racial origins, religions, cultures, and languages within our community.
- Support children to express their cultural and religious identities through inclusive activities and resources.
- Ensure that all children and families feel valued, welcome, and supported.
- Provide equal access to all services, programmes, and facilities.
- Ensure that recruitment, selection, and promotion of staff are fair, transparent, and non-discriminatory.

- Meet the legal requirements of the **Equality Act 2010** and relevant **DfE and Ofsted guidance (2025)**.
 - Conduct an **annual Inclusion Audit** to monitor and review the effectiveness of inclusive practices.
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Challenging Discrimination and Inappropriate Behaviour

IBTS will actively challenge discriminatory language, behaviour, or attitudes among children, staff, parents, and visitors.

We will do this through open discussion, staff modelling of inclusive behaviour, and the use of positive images, stories, and role models that reflect diversity.

Racial Harassment

IBTS will not tolerate any form of racial harassment or hate-related behaviour.

Any racist or discriminatory remarks or actions by staff, children, or visitors will be challenged immediately.

Incidents will be recorded and addressed in line with the **Behaviour and Conduct Policy 2026** and reported to relevant authorities where appropriate.

Promoting Equality of Opportunity

The **Equalities Named Coordinator (ENCO)** for IBTS is **Ben Whiteside**, who is responsible for ensuring that:

- This policy remains consistent with current legislation and guidance.
- All staff are aware of their responsibilities to promote equality and inclusion.
- Appropriate action is taken when discriminatory practices are observed or reported.
- Equal opportunities are embedded across curriculum planning, teaching, and enrichment activities.

Children with Additional Needs

IBTS recognises that some children may have special educational needs (SEN) or disabilities requiring additional support.

We are committed to meeting each child's individual needs through early identification, reasonable adjustments, and partnership with parents and external professionals.

The **Special Educational Needs Coordinator (SENCO)** for IBTS is **Ben Whiteside**, who will:

- Manage and oversee support for children with additional needs.
- Work closely with parents, carers, and outside agencies to ensure effective provision.
- Ensure that staff receive relevant training and guidance.
- Maintain records of individual support plans and reviews.

All staff are expected to support the SENCO in providing inclusive and appropriate care for children with additional needs.

Monitoring and Review

- The Equalities of Opportunity Policy will be reviewed annually or earlier if new legislation arises.
 - Equality, inclusion, and diversity practices will be evaluated through staff feedback, parent input, and inclusion audits.
 - Findings will inform updates to policies, training, and operational practice.
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Reviewed: 15 November 2026

Next Review Due: 15 November 2027

Policy Owner: Ben Whiteside, Director

International British Theatre School