



SULTAN HANAFI ROYAL SCHOOLS

EQUAL OPPORTUNITY POLICY

1:0 INTRODUCTION

This policy highlights Sultan Hanafi Royal Schools (SULTAN) 'responsibility to provide equal opportunities to all children and adults. It is about ensuring that they have equality of opportunity in terms of access and outcome throughout all aspects of school life and that their life chances for the present and future are not impeded or distorted by anything that happens during their participation in the process of education, but are in fact widened to allow them to achieve the whole scope of their potentials. It is however, important to note that equal access does not necessarily lead to equality of outcome.

2:0 PURPOSE

- To communicate the school's commitment to the promotion of equal opportunity
- To eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under this policy
- To advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it.
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- To ensure all staff and learners feel valued members of the school community
- To enable all staff and learners to reach their potentials
- To remove or help to overcome barriers for learners and staff where they exist

3:0 SCOPE

Equal Opportunities for us at SULTAN covers the whole process of education but particularly embraces issues of cultural disposition, disability, ethnicity, gender, sexuality, self-worth, self-esteem and socio economic disadvantages.. Equal opportunity is about creating the structures and contexts for unlocking potentials.

The school has a legal duty to implement and monitor an equal opportunities policy, and this is our latest update.

4:0 BENEFITS

The benefits of this policy include

- Discouraging any kind of discrimination
- Disallowing incidents which contribute to inequality such as classicism, sexism, racism etc
- Discouraging manifestations of segregation such name-calling, ridiculing, bullying

- Preventing acts which undermine a person's sense of worth or self-esteem

5: 0 POLICY

This policy recognizes that the school is a diverse community of different individuals and that it accepts its responsibilities under the law as it opposes discrimination on the basis of protected characteristics

5: 1 PROTECTED CHARACTERISTICS

- Gender
- Marital status
- Age
- Disability
- Pregnancy and maternity
- Race
- Religion or belief

5: 2 PROVISION

- Boys and girls will have access to the full range of educational activities and equal entitlement to all resources.
- Raise awareness amongst the staff of the dangers of gender role stereotyping and of procedures and principles to counter it
- Encourage all learners to extend their horizons and make children aware of all the opportunities available to them.
- Monitor the use of school equipment in terms of access, time available and teaching (Research shows that boys demand and receive more of a teacher's time than girls)
- Use positive role models and ensure the achievements and contributions of both men and women throughout history, art, literature and science are incorporated appropriately into the curriculum
- Teachers have equally high expectations of both boys and girls
- Be aware of word use, the power of language and its implications; for example 'policeman' or 'good girl'
- Make equal demands on both sexes, for example during discussion and class questioning.
- Ensure staff are seen as positive role models
- Ensure we employ the very best available staff for all roles in school regardless of their gender
- Monitor our own practice, beliefs and expectations through self-evaluation.
- Make reasonable adjustments to cater for people with special needs
- Make provision for learners with particular dietary, language or cultural needs
- Report complaints and breaches of this policy

6:0 CONCLUSION

Equal opportunity policy at SULTAN recognizes and celebrates our similarities and our diversities as individuals and groups. It recognizes that all individuals have intrinsic right to be nurtured in such a way as they are able to reach their full potentials.

Equal opportunity accepts that while we all have something of value to contribute, we do not all start on a level playing field. Consequently some individuals will be disadvantaged in their attempts to reach their potential. We, at SULTAN will work hard to differentiate and maximize their personal achievement.

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