

THE
BRITISH
SCHOOL
 OF AMSTERDAM

Equal Opportunities Policy

Policy Title			Equal Opportunities Policy								
Policy Owner			Head of HR / DSL								
Approval Body			Works Council / Management Board / Supervisory Board								
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Policy review date			January 2027								
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1. Rationale and Mission

The British School of Amsterdam's mission is to nurture, inspire and empower students to thrive within an ever-changing world. To that end, we are committed to diversity, equity, inclusion, and justice (DEIJ) in our practice.

We believe that each student and member of the community deserves a kind, tolerant, and safe learning environment. No person in The BSA community shall be treated differently, separately, or have any action directly affecting them taken against them on the basis of race, religion, national origin, marital status, sex, sexual orientation, gender identity and expression, or disability. This policy serves as the formal framework to uphold these values and ensure full compliance with legal requirements.

2. Relationship with the DEIJ Policy

While this Equal Opportunities Policy provides the essential legal baseline and procedural requirements for non-discrimination, it should be read in conjunction with the DEIJ Policy (2025). The DEIJ Policy outlines our proactive strategic vision for creating a truly inclusive and just community through our curriculum, hiring, and school culture.

3. Legal Framework

As an international school located in the Netherlands, The BSA operates under a dual legal framework to ensure the highest standards of protection:

- The protected characteristics as defined in the UK Equality Act 2010.
- The Dutch General Equal Treatment Act (Algemene Wet Gelijke Behandeling - AWGB).

In the event of any discrepancies between jurisdictions, local Dutch law and regulations will take precedence.

4. Aims

In alignment with our DEIJ commitment, we aim to:

- Foster a sense of belonging that accounts for pupils' multiple and intersecting identities.
- Ensure that all pupils receive their entitlement to high-quality, equitable education where support is tailored to individual needs.
- Provide all pupils with equal entitlement to the use of resources and the right to be protected from disruptive influences or discrimination.
- Make reasonable adjustments (both physical and digital) to ensure the premises and learning materials are accessible to those with disabilities or neurodivergent needs.

5. Enrolment and Admissions

The BSA is a mainstream school that is academically non-selective at the point of entry. We welcome children of all nationalities and those for whom English is an additional language (EAL).

- We seek to meet the needs of a wide range of pupil abilities.
- Whilst non-selective, pupils with specific additional needs may be assessed before a place is confirmed to ensure we can provide the necessary equity of access to the curriculum. (Please refer to our *Admissions Policy* and *Educational Support and SEND Policy*).
- We recognise and value multilingualism, viewing a pupil's home language as an essential part of their identity.

6. Teaching, learning and curriculum

We ensure that the social and educational needs of every pupil are met in school through careful differentiation. While this policy ensures the legal right to access, our DEIJ Policy governs the content of our curriculum to ensure global representation, the promotion of human rights, and the dismantling of stereotypical imagery.

7. Staff Recruitment and Expectations

Selection techniques are determined by the nature of the post, but all appointments require an interview. We ensure all candidates are assessed on merit and ability. We are committed to diverse hiring practices as outlined in the DEIJ Policy and comply with Dutch labour laws regarding equal treatment in the workplace.

Staff Expectations:

- All staff are expected to behave according to the school's code of conduct, i.e. in a professional manner and challenge prejudice, including inadvertent racist, sexist, or insensitive remarks.
- We respect personal identities and make every effort to address individuals by their preferred names and pronouns.

8. Accountability and Reporting

The effectiveness of this policy is monitored by the Heads of School and the Management Board.

- Reporting Breaches: Any member of the School community who believes they have experienced or witnessed treatment contrary to this policy should report this through the Parental Complaint Policy (for families) or the Whistle-Blowing Policy (for staff).
- Support: The School's Confidential Counsellor (Vertrouwenspersoon) is available to provide independent advice and support on matters related to equal treatment and safety.

9. Accountability and Reporting

This policy is part of a comprehensive framework of school regulations. To ensure a full understanding of the School's standards and procedures, this document should be read in conjunction with:

- [DEIJ Policy \(2025\)](#): For our strategic vision and cultural commitments.
- [Anti-Bullying Policy](#): For procedures regarding peer-on-peer harassment.
- [Educational Support and SEND Policy](#): For details on specific learning adjustments.
- [Parental Complaint Policy](#): For the formal route to raise concerns.
- [Whistle-Blowing Policy](#): For staff procedures on reporting misconduct..