



German Saturday School Brighton & Hove Equal Opportunities Statement

Approved by Committee on: May 2026

Review due: May 2029

1. Purpose and scope

German Saturday School Brighton & Hove (DSSBH) is committed to promoting equality, valuing diversity and providing an inclusive and welcoming environment for all children, young people, parents/carers, staff, volunteers and visitors.

DSSBH is a small volunteer-run Saturday school. We aim to be inclusive and welcoming while recognising the practical limits of our staffing, venue, safeguarding responsibilities and volunteer capacity.

This statement applies to:

- children and young people attending the school;
- parents/carers and families;
- teachers, helpers, committee members and volunteers;
- visitors and guest contributors;
- anyone engaged in activities organised by DSSBH, on site, off site or online.

This statement should be read alongside DSSBH's:

- Safeguarding and Child Protection Policy;
- Confidentiality & Information-Sharing Policy;
- Data Protection & Privacy Policy;
- Behaviour, Participation and Membership Policy;
- Health and Safety arrangements;

2. Our commitment

DSSBH aims to:

- promote the educational welfare and wellbeing of all children and young people who attend;
- provide a safe and supportive place to learn German and explore German-speaking cultures;
- foster mutual respect, self-esteem and self-confidence;



- value and reflect the cultural, linguistic and social diversity of our community;
- encourage respectful participation by children, parents/carers, staff, volunteers and committee members.

We will seek to combat discrimination, harassment and exclusion and will take reasonable and practicable steps to remove barriers to participation and improve access to our activities.

3. Equal treatment and non-discrimination

Individuals will be selected, treated and supported on the basis of relevant merits, needs, circumstances and abilities, and not unfairly or unlawfully on the basis of:

- age;
- disability, including physical, sensory, learning, developmental or mental health conditions;
- gender reassignment;
- marriage or civil partnership status;
- pregnancy or maternity;
- race, colour, nationality, ethnic or national origin;
- religion or belief, including no religion or belief;
- sex;
- sexual orientation;
- health or medical conditions;
- caring responsibilities or responsibility for dependants;
- social or economic disadvantage;
- language background;
- any other status or condition that is not relevant to safe, fair and effective participation in DSSBH activities.

We recognise that discrimination can be direct or indirect and may be experienced in different ways. DSSBH will seek to identify and address patterns of disadvantage or exclusion where they arise.

DSSBH may make fair and proportionate decisions based on class capacity, age group, German language level, staffing, safeguarding, health and safety, venue requirements and the practical ability to meet a child's needs within a volunteer-run setting. Such decisions should be made consistently, respectfully and without unlawful discrimination.

4. Inclusion and reasonable adjustments



DSSBH will consider reasonable and practicable adjustments to support participation, particularly for children or adults with disabilities, health conditions, communication needs or additional support needs.

Adjustments may include, where feasible:

- discussing a child's needs with parents/carers;
- adapting communication or instructions;
- allowing short breaks or transition support;
- considering seating, groupings or classroom routines;
- providing relevant information to teachers or helpers on a need-to-know basis;
- working with parents/carers on practical support arrangements.

Any adjustments will be considered in light of DSSBH's volunteer capacity, safeguarding responsibilities, available space, staffing, class size and the requirements of the host venue.

DSSBH cannot provide the same level of specialist or one-to-one support as a statutory school or specialist service. Where a child's needs are significant, DSSBH will work constructively with parents/carers to consider what is safe, practical and fair for the child, other children, staff and volunteers.

5. Putting equality into practice

DSSBH will seek to promote equality and diversity in all aspects of the organisation and its work, including:

Organisation and governance

How we structure and run the school, including committee decision-making.

Staffing and volunteering

How we recruit, support and develop teachers, helpers and volunteers.

Teaching and activities

How we design and deliver classes, events and resources so that they are inclusive and accessible as far as reasonably possible.

Environment and communication

How we create a welcoming atmosphere and communicate with children and families in a respectful and accessible way.



Safeguarding and wellbeing

How we identify and respond to any risks of exclusion, bullying, discrimination, harassment or harm.

We will seek to involve children, parents/carers, staff and volunteers in identifying needs and priorities, and to ensure that different voices are heard when planning and reviewing our activities.

6. Responsibilities

All staff, committee members, teachers, helpers and volunteers are expected to:

- uphold this statement in their work and behaviour;
- treat everyone with dignity and respect;
- use respectful and inclusive language;
- challenge discriminatory language, behaviour or exclusion where appropriate;
- report concerns where they do not feel able to challenge directly;
- co-operate with any actions taken by DSSBH to promote equality and address concerns;
- follow DSSBH's safeguarding, confidentiality and data protection procedures.

The DSSBH Committee/trustees are responsible for monitoring how this statement is implemented and for ensuring it is taken into account when making decisions about the school's organisation and activities.

This statement sits under the Committee/trustees' responsibility to manage DSSBH under the constitution and to make reasonable rules for the safe and effective running of the charity, provided these do not conflict with the constitution or the law.

7. Expectations of parents and carers

Parents and carers play an important role in helping DSSBH remain inclusive, respectful and welcoming.

Parents and carers are expected to:

- treat children, parents/carers, teachers, volunteers, committee members and visitors with respect;



- support DSSBH's commitment to equality, inclusion and non-discrimination;
- raise concerns constructively through appropriate DSSBH channels;
- support agreed reasonable and practical measures where their child needs additional help to participate;
- follow DSSBH's safeguarding, communication, photography and site-access arrangements.

Discriminatory, intimidating, abusive, harassing or exclusionary behaviour towards children, parents/carers, teachers, volunteers, committee members or visitors will not be accepted and may be addressed under the relevant DSSBH policy or procedure.

8. Concerns and complaints

Anyone who believes they have been treated unfairly or discriminated against in relation to DSSBH has the right to raise a concern or make a complaint.

Concerns can be raised informally with a teacher, the Chair or another committee member in the first instance.

If the matter cannot be resolved informally, a formal complaint can be made under DSSBH's Complaints Procedure.

Individuals may bring a friend, parent/carer or other representative to any meeting if they wish.

Complaints related to discrimination, harassment, exclusion or equal opportunities will be taken seriously, considered promptly and, where appropriate, used to improve our practice.

Where a concern also involves safeguarding, child protection, bullying, adult conduct, confidentiality or data protection, DSSBH may handle the matter under the relevant policy or procedure.

Where an equality-related concern also raises questions about an adult's formal membership of DSSBH, any decision about formal membership will follow the DSSBH constitution, including the member's right to be heard by the trustees and to be accompanied.

9. Monitoring and review



The DSSBH Committee/trustees will monitor how this statement is applied in practice and will review any concerns, complaints or incidents involving equality, discrimination, harassment or exclusion to identify learning.

This Equal Opportunities Statement will be reviewed at least every three years, or earlier if:

- there are significant changes in relevant legislation or guidance;
- DSSBH's structure, activities, host-school arrangements or capacity change;
- a concern, complaint or incident suggests that the statement should be reviewed sooner.