



## **POLICY FOR EQUAL OPPORTUNITIES FOR PUPILS**

### **EQUAL OPPORTUNITIES GENERAL STATEMENT**

Promoting equal opportunities is fundamental to the aims and ethos of Richmond House School ('the School'). The School is committed to a policy of equality and aims to ensure that no current or prospective staff members, current or prospective pupils or any other members of the school community are treated less favourably on the grounds of age, race, ethnicity, gender, sexual orientation, disability, religion or belief or other protected characteristics.

The School aims to comply with its obligations contained within the Equality Act 2010.

Any behaviour, comments or attitudes that undermine this policy will not be tolerated.

### **POLICY AIMS**

The aims of this policy and the School's ethos as a whole is to:

- Provide equal access to educational opportunities for all members of the School community
- Comply with the School's equality duties contained in the Equality Act 2010
- Strive to create a safe and happy environment that is free from any form of inequality and where all can flourish and diversity is celebrated
- Understand and make provision for any particular needs of our pupils such as race, age, SEN and disability
- Deal with any incidents and alleged or actual breaches of this policy in a timely and sensitive manner

### **RESPONSIBILITIES**

The School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities.

The Governing Body will continue to ensure that policies and procedures are in place to ensure that all members of the school community are treated fairly and with equality.

The Head Teacher and other members of the Senior Leadership Team are responsible for implementing this policy and investigating and dealing with any breaches of this policy.

All members of the school community are expected to comply with this policy and report any concerns or alleged or actual breaches of this policy to the Head Teacher or Bursar.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

This policy should be read in conjunction with the following other policies and Plans:

- Admissions
- Anti-Bullying

- Behaviour
- SEND
- Safeguarding and Child Protection
- Complaints procedure
- Recruitment, selection and disclosures policy
- Accessibility Plan

## PUPIL ADMISSION

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. The School accepts applications from, and admits, all prospective pupils irrespective of age, race, ethnicity, gender, sexual orientation, disability, religion or belief, or other protected characteristics.

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries are means tested awards offered to those who meet the School's admission criteria but may otherwise be unable to attend the School due to financial hardship. Details of our provision for bursaries can be found on our website or obtained from the Bursar.

## EDUCATIONAL SERVICES

The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

The School will:

- Treat all members of the school community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristic or characteristics
- Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- Monitor the admission and progress of pupils from different backgrounds
- Challenge inappropriate and potential or actual discriminatory behaviour by pupils and staff
- Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- Use the curriculum, assemblies and PSHE to:

- o Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- o Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- When selecting teaching topics/materials ensure that due regard is paid to the sensitivities of all involved; the aim is for the school community to challenge any negative stereotypical images and lead any discussions in a tactful and positive manner.

The School recognises that discrimination may be direct, indirect, or “because of” a disability whether or not it was intentional. Discrimination, harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-Bullying policies.

### RELIGIOUS BELIEF

The School is inclusive and welcomes and respects the rights and freedoms of individuals from other religions and faiths (or with no religion or faith) subject to considerations of safety and welfare and the rights and freedoms of other members of the school community.

The Governing Body, through the Senior Leadership Team, actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

### REQUESTS FOR VARIATION IN THE SCHOOL UNIFORM

All pupils are required to wear a uniform. The Head Teacher will consider written requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

### REASONABLE ADJUSTMENTS FOR PUPILS WITH DISABILITY

The School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The School will carefully consider any proposals for auxiliary aids and services in light of a pupil's disability and the resources available to the School.

The School has an Accessibility Plan in place which can be found on the School website and a hard copy can be made available upon request. This sets out the School's plan to increase the extent to which disabled pupils can participate in the School's curriculum; improve the physical environment of the School for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

## MONITORING

The School actively monitors this Equal Opportunities policy. As part of this monitoring, data collection forms for pupils ask parents to state their ethnic background and details of relevant medical conditions, disabilities or SEN.

## DEALING WITH ANY BREACH OF THIS POLICY

Any alleged breach must be reported to a member of the Senior Leadership Team. Pupil complainants may wish to use the processes in the School's Complaints Procedures. Complaints will be treated in confidence and investigated as appropriate.

A non-exhaustive list of some examples of behaviour which is unacceptable and a breach of this policy (where there is discrimination or harassment on the grounds of one of the Protected Characteristics) are shown below:

- Physical assault;
- Verbal or online abuse, insults, threats or intimidation;
- Making discriminatory comments;
- Excluding or encouraging others to exclude a person or group;
- Team selection

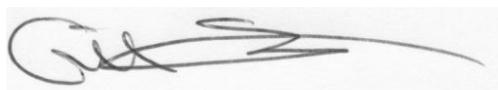
## Sanctions

Any breach of this policy will be dealt with in line with procedures set out in the School's Behaviour policy.

Review Date October 2019

A review of this policy, through the Governing Body and the SLT, is undertaken within 3 years of the last review date.

*Helen Stiles*



Signed (Headteacher):

Signed (Chair of Governors):