

## **EQUAL OPPORTUNITIES (PUPILS) POLICY**

### **Introduction**

Schools have a legal duty to uphold the law on equal opportunities for pupils and staff alike. Edge Grove will maintain rigorous policies and procedures in place that are regularly reviewed by governors and senior management. The Head and the senior leadership team will devote considerable time and effort towards ensuring that staff and pupils are actively engaged in implementing the policy. The School's equal opportunities policy for pupils is published on its website and in the parent handbook together with related policies. Copies are given to prospective parents. The School maintains separate equal opportunities policies for staff and pupils as different laws apply to each; this policy applies to pupils in all areas of the School including EYFS.

### **Discrimination**

The main types of unlawful discrimination cover acts of direct and indirect discrimination on grounds of race, sex, disability, religion or belief, culture and special needs and/or disability, sexual orientation, gender reassignment, pregnancy or maternity. Age discrimination law does not apply to pupils.

### **Related Policies**

- Admissions policy
- Behaviour Management policy
- Disability Policy
- Special Education Needs (SEND) policy
- Equal Opportunities for Staff policy
- Anti-bullying policy
- Complaints Procedures
- Bursary policy

Promoting equal opportunities is fundamental to the aims and ethos of Edge Grove School. We welcome applications from children with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

Edge Grove is committed to equal treatment for all, regardless of an individual's age, race, sex, disability, religion or belief, marriage and civil partnership, sexual orientation, gender reassignment, pregnancy or maternity. We are a moderately academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability.

Generous bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be obtained from the Bursar's office.

### **Code of conduct**

The Head, the senior leadership team, pastoral / boarding staff, and the medical staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the School community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment in all its forms unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Teaching and medical staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parent and guardians, and full acceptance of the school's ethos of tolerance and respect.

### **Monitoring**

The School monitors its equal opportunities policy regularly and routinely reports to the governors in order to ensure its effectiveness. As part of that process, we invite all parents of candidates for our assessments, together with all parents who accept places at the school for their child to complete an anonymous ethnic monitoring form. When completed forms arrive at the school, they are separated from any other material that might identify the individual child. The data is logged onto a computer spreadsheet by year of both entrance examination and entry. The individual forms are then shredded.

Under no circumstances would we link our ethnic monitoring data with our pupil records. We hope that all parents will feel able to participate in the ethnic monitoring scheme.

### **English as an additional language**

In order to cope with the academic and social demands of the School, pupils need to be able to access the curriculum in English. Tuition in English as an Additional Language (EAL) can be arranged at the parent's expense.

### **Requests for variation in the school uniform**

Although Edge Grove has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. However, parents should be aware that all pupils are required to wear the published school uniform. The Head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Head may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

### **Complaints**

We hope that you and your child do not have any complaints about the operation of our equal opportunities policy; but school's complaints procedure can be sent to you on request.

**L McDonald**  
**Head**  
**September 2021**