

Equal Opportunities for Pupils Policy

This policy has been written having regard to the Independent Schools Standards Regulations 2016, the Equality Act 2010 and the non-statutory guidance document produced by the Department for Education, the Equality Act 2010 and Schools, May 2014.

The policy applies to the whole Foundation, including the EYFS.

Guiding Principles

Promoting equal opportunities is fundamental to the aims and ethos of The Stephen Perse Foundation (The Foundation) . We welcome applications from students with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our students 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.

Objectives

The Foundation is committed to equal treatment for all, regardless of an individual's race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We are an 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.

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

Code of Conduct

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect. The Foundation expects all members of our community, which includes but is not limited to, staff, pupils, parents and contractors to:

- Respect and promote equal opportunities for all
- Promote and encourage acceptance, harmony and understanding
- Recognise and challenge prejudice and discrimination in any form

- Promote diversity and enable differences to become a positive attribute
- Encourage an environment where people share equally
- Assist people to communicate without fear or prejudice

We promote equal opportunities and diversity through a variety of means including:

- An inclusive curriculum that utilises assemblies, lessons, form time, our pastoral system and our restorative justice system to actively promote equal opportunities for all
- Promoting the Foundation values of individuality and the unique potential of every child
- Being vigilant and alert to any form of discrimination, harassment or victimisation
- Dealing with incidents of discrimination efficiently and fairly
- Staying up to date with existing legislation
- Encouraging and welcoming applications from a diverse set of pupils
- Actively promoting our Bursary scheme 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 found on our website or obtained from the bursar's office.
- Welcoming applications from pupils with special needs and disabilities, and refer parents to our policies covering Special Education Needs (SEN), learning difficulties, and disability.

The Senior Leadership team, Curriculum Leaders and Pastoral Leaders play an active role in monitoring the implementation of The Foundation's policy on equal opportunities.

Use is made of assemblies, PSHE, RE, Drama, English and other lessons to:

- Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- 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.

Monitoring

The Foundation monitors its equal opportunities policy regularly and reports to the governors in order to ensure its effectiveness. As part of that process, we invite all parents of candidates who register for a place in the Foundation, together with all parents who accept places at the school for their child to complete an ethnic monitoring form. When the completed forms arrive at the school, they are separated from any other material that might identify the individual child. The Information

Commissioner (formerly the Data Protection Registrar) recommends that young people aged 11 or older have the opportunity to decide their own ethnic identity. Parents, or those with parental responsibility, are asked to support or advise those children aged 11-15 in making this decision, wherever necessary. Pupils aged 16 or over can make this decision for themselves.

English as an Additional Language

In order to cope with the academic and social demands of the Foundation, pupils need to be able to access the curriculum in English. Support for pupils with EAL is arranged within the Foundation on a basis of individual need.

Uniform

All pupils are expected to wear the prescribed uniform of their school within the Foundation. Requests for the variation of the uniform may be made, in writing, to the Principal who will consider the request if it is made on religious grounds that are consistent with our policy on Health and Safety. The Principal would invite parents to discuss their request and may take expert advice prior to making a decision.

Complaints

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

Reviewed: January 2017