



EQUAL OPPORTUNITIES POLICY - PUPILS

INTRODUCTION AND PRINCIPLES

Promoting equal opportunities for pupils and staff alike is fundamental to the aims and ethos of the School.

The School is committed to equal treatment for all children, as defined by the "Protected Characteristics" under the Equality Act 2010.

This policy applies to all pupils including those within the Early Years Foundation Stage (EYFS).

AIMS

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

- Eliminate unlawful discrimination on grounds of any of the Protected Characteristics.
- Promote equality of opportunity for all members of the School community.
- Comply with the School's equality duties contained in the Equality Act 2010.

All members of the School community are expected to comply with this policy.

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

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 characteristics as defined under the Equality Act 2010.

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child that 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.

We would refer parents to our **Special Educational Needs (SEN) and Disabilities Policy**.

Please also refer to our **Child Protection and Safeguarding Policy** for information on how we particularly look after children with SEN and disabilities.

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 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 all pupils from different backgrounds;
- Challenge inappropriate 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, RE and PSHE 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.
 - Encourage an appreciation for different cultures and countries.

- Ensure racist taunting or bullying are not tolerated under any circumstances. Racial generalisations by pupils are corrected quickly and firmly by an appropriate staff member.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Instil a good understanding in pupils of why and how we will deal with offensive language and behaviour and that the School will deal with any incidents promptly and in a sensitive manner.

Pupils are encouraged to play together and ask each other questions about their backgrounds and experiences.

The School recognises that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms are 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 all 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 New Model School Company (NMS), 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

The Head Teacher will consider requests from parents and pupils for variations in the uniform for reasons related to disability, sexual orientation 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 a **School Accessibility Plan** in place which can be found on the School's 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 AND REVIEW

The Head Teacher monitors and reviews the effectiveness of this policy and reports to the NMS Advisory Board annually on the policy's effectiveness in practice.

BREACH OF THIS POLICY

Pupils who are in breach of this policy may be sanctioned in accordance with the School's **Behaviour Policy**.

PARENTS

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.

COMPLAINTS

We expect that you and your child will not have any complaints about the operation of our equal opportunities policy; but a copy of the School's **Complaints Policy** is on the School's website and can also be sent to you on request.

Claire Murdoch
Head Teacher
September 2023

Review approved by Deborah Livsey CEO
New Model School Company Limited
September 2023

Next review date: August 2024

APPENDIX 1

RELATED SAFEGUARDING POLICIES

Please refer to the following policies, all available at our website, which relate to Safeguarding matters and which should be read in conjunction with each other:

- **Anti-Bullying Policy**

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Educational Visits - EYFS Policy
- Educational Visits Policy
- Health and Safety General Policy
- Safeguarding Induction for new staff 2020-2021
- Missing Child and Child Handover Policy and Procedures when a Child is not Collected on Time.
- e-Safety Policy
- Policy for Pupils on Confidentiality
- Recruitment, Selection and Disclosures Policy
- Staff Code of Conduct Policy
- Taking, Storing and Using Images of Children Policy