

EQUAL OPPORTUNITIES POLICY

Written by:	JM - June 2018
Approved by:	BM, SV, MW, LK
Applicable to:	All staff, governors, volunteers, pupils, students, parents and carers
For review:	June 2019

Promoting equal opportunities is fundamental to the aims and ethos of Slindon College. We are committed to apply equal treatment for all pupil/students, staff and other members of our community, regardless of race, sex, disability, religion or belief, sexual orientation or protected characteristics. It is the school's policy to ensure that all boys and staff enjoy the opportunities available to them without discrimination. For pupils and students this will mean they can be safe in the knowledge that they are all equally valued and supported to progress to their full potential. For staff this will likely mean they feel respected for the work they undertake and have available to them equal opportunities to excel in the important roles they undertake in the school. We expect all members of the schools community to comply with this policy and we expect parents/carers to support the aims of this policy.

The college aims to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity
- Promote equality of opportunity for all members of the college's community
- Comply with the School's equality duties contained in the Equality Act 2010.

Admission

The School operates under the exception for single-sex establishments as agreed in Equality Act 2010. It treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. We accept applications from prospective boys irrespective of their disability, race, religion or belief (or lack of religion or belief), gender reassignment, sexual orientation or special educational needs ('SEN').

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 boy 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 obtained from the bursar's office.

Education

The School affords all pupils and students 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.

Slindon College will aim to:

- 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 our boys and ensure that there is no unlawful discrimination on the grounds of any protected characteristics;
- Ensure that boys with English as an additional language and boys with an Education Health Care Plan receive necessary educational and welfare support;
- Monitor the admission and progress of pupils from different backgrounds;
- Challenge inappropriate discriminatory behavior and language by pupils/students, staff or any member of the school community;
- Offer all boys access to all areas of the curriculum and a full range of enrichment activities;
- Work with parents/carers and external agencies where appropriate to combat and prevent discrimination;
- Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices;
- Use the curriculum, assemblies and PSHE 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.

We recognise that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Under the Act, it is unlawful to discriminate, harass or victimise someone because they have or are perceived to have a “protected characteristic” or are associated with someone who has a protected characteristic. This means treating someone less favourably than someone else because of a protected characteristic. 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

Although the School's religious ethos is based on Christian values and tradition, 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 and students are required to wear a uniform until Year 12, and a smart casual code operates for Years 12 and 13. The Head Teacher will consider requests from parents and boys for variations in the uniform for reasons related to disability, gender reassignment, SEN 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 boys with a disability to ensure they do not suffer a substantial disadvantage in comparison with other pupils or students.

Where the School is required to consider its reasonable adjustments duty, it will consult with parents/carers and if necessary, local authorities, regarding 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 boy's disability, the resources available to the School and the school buildings protected listing.

The School has an Accessibility Plan in place which can be found on the School website and a hard copy can be available upon request. This sets out our 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.

Breach of this policy

Pupils/students who are in breach of this policy may be sanctioned in accordance with the School's Behaviour Policy. Any breach of this policy by staff will be against the schools staff code of conduct

Monitoring by:	Head Teacher Deputy Head Teacher Assistant Head Teacher SENCo Bursar
-----------------------	----------------------------------------------------------------------------------



Evidenced by:

Speaking to Pupils and students
Speaking to staff
Assembly programme
PSHE schemes of work
Student personal files

Policies are subject to continuous monitoring, refinement and audit by SLT. The Chairman of Governors undertakes an annual review of policies and of the efficiency with which the related duties have been discharged by the date stated or earlier if changes in legislation, regulatory requirements or best practice guidelines so require.

This policy has been reviewed by SLT to ensure it does not undermine British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and that it actively educates against any material or behaviours that could promote radicalisation or extremism.