



Equal Opportunities Policy for Pupils

This whole school policy also applies to EYFS

Tormead Limited includes two schools with one Governing Body:

- Tormead School (Preparatory and Senior School), Cranley Rd, Guildford GU1 2JD ("Tormead") and
- Rydes Hill Preparatory School and Nursery, Aldershot Rd, Guildford GU2 8BP ("Rydes Hill")

When this policy refers to "The School" it relates to Rydes Hill

Introduction

Promoting equal opportunities is fundamental to the aims and ethos of Rydes Hill and we welcome our duties under the Equality Act 2010.

Aims and Values

We are committed to providing an excellent, all-round education in a warm, stimulating and supportive environment.

Our values:

- We treat everyone with respect and dignity
- We deliver academic excellence
- We enrich through a broad and varied curriculum
- We celebrate effort and achievement
- We bring out the best in our pupils
- We prepare our pupils for life beyond school

The ethos at Rydes Hill is underpinned by the Fundamental British Values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and those without faith

We actively promote equality of opportunity for all, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We welcome applications from pupils with special educational needs and disabilities and refer parents to our Accessibility and SEND policies for more information. We do not treat pupils with a disability less favourably and take reasonable steps to avoid putting pupils with a disability at a substantial disadvantage.

We recognise our legal duty to uphold the law on equal opportunities for pupils and staff alike. Please see the Equal Opportunities for Staff Policy and the Recruitment and Selection policy in relation to our approach to staff recruitment and selection.

Roles and Responsibilities

Governors will:

- Ensure the school meets its obligations under the Equality Act.
- Approve and monitor equality objectives and policy impact.

The Head will:

- Implement the policy and ensure compliance across the school.
- Monitor attainment, participation, exclusions, complaints and incidents to identify inequality.

All Staff will:

- Promote inclusive practice and challenge discriminatory behaviour.
- Follow safeguarding, anti-bullying and behaviour procedures consistently.

All Pupils will:

- Treat others with respect and report discrimination, bullying or harassment.

Regulatory Framework

This policy has been prepared to meet the School's obligations under the:

- Equality Act 2010
- Statutory Framework of the Early Years Foundation Stage 2025
- Children and Families Act 2014
- Education (Independent School Standards) Regulations 2014.

This policy has regard to the following statutory guidance and advice:

- Equality Act 2010 explanatory notes
- Equality and Human Rights Commission Technical Guidance for Schools in England (2014)
- Working Together with Safeguarding Children (December 2023)
- Keeping Children Safe in Education
- The Equality Act 2010
- Paragraph 3 (j) of the ISSRs - teaching must not discriminate against pupils contrary to part 6 of the Equality Act 2010; and
- Paragraph 5 (b) of the ISSRs - schools must ensure that principles are actively promoted which encourage respect for other people, paying particular regard to the protected characteristics under the Equality Act 2010, taking responsibility for their behaviour and supporting the participation in the democratic process.

Admissions

The School treats every application for admission in a fair, open-minded 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 their gender, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief (or lack of religion or belief) or special educational needs.

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 so that we can consider what reasonable adjustments may be necessary to ensure that the child is not placed at a substantial disadvantage compared to other children. 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.

Behaviour

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

The Head, teaching and pastoral staff all play an active role in monitoring the implementation of our policy on equal opportunities. Through the use of assemblies, PSHE, Drama, English and other lessons, the School:

- Promotes tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the Equality Act 2010
- Promotes positive images and role models to avoid prejudice and raise awareness of related issues
- Fosters an open-minded approach and encourage pupils to recognise the contributions made by different cultures; bias should be recognised and addressed
- Helps pupils to understand why and how we deal with offensive language and behaviour and why we deal with any incidents promptly and in a sensitive manner.

At Rydes Hill, we do not have a set of official School rules; however, we do have high expectations of pupils with respect to their behaviour which includes the following:

- Behave politely and courteously to everyone at all times, being especially considerate of visitors to the School as well as members of the public when they are on an educational visit.
- Be considerate of others' needs; treat them as you would wish to be treated yourself.
- Be kind to others: never mock, criticise or insult.

- Respect other people's views and opinions, remembering that they will not always agree with you. Do feel free to disagree with them but do so in an appropriate and respectful manner.

Any occurrences of discriminatory or extremist opinions or behaviours are challenged as a matter of routine.

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 (including cyberbullying) are unacceptable and will be dealt with in accordance with the School's Safeguarding, Behaviour and Anti-Bullying policies. There will be zero tolerance of abusive behaviours. The School will challenge inappropriate and unacceptable discriminatory behaviour by pupils and staff.

A successful equal opportunities policy requires strong and positive support from parents and guardians and the School's commitment to equal opportunities. Unacceptable behaviour by a parent could be considered a breach of the School's Parent code of conduct and the School's Terms and Conditions.

Curriculum, Teaching and Learning

We ensure that teaching at Rydes Hill does not unlawfully discriminate in relation to protected characteristics and recognise that unlawful discrimination can take various forms, such as direct discrimination, indirect discrimination, harassment and failure to make reasonable adjustments (for pupils with disabilities). We further recognise that 'teaching' may also include the 'hidden' lessons to children implicit in school activities (such as arrangements for lunch) about their value as a person, their human rights, the options available to them and their expectations for adult life.

We ensure:

- An inclusive curriculum that reflects diversity and avoids reinforcing stereotypes.
- Pupils have access to all areas of the curriculum and a full range of extra-curricular activities
- Teaching strategies that allow all pupils to access content in ways suited to their needs.
- Accessible communication and differentiated materials where required for SEND pupils.
- Curriculum content remains exempt from discrimination claims, but discriminatory delivery or treatment is prohibited.

English as an Additional Language

As set out in the EAL Policy, if a student is deemed to need extra support, we will review our provision and look to increase our support in accordance with the level of need. Please refer to the EAL policy for additional information.

School Uniform

Rydes Hill is non-denominational and welcomes pupils and staff, from many different ethnic groups, backgrounds and creeds, and offers the opportunity for pupils to practice their own faiths. However, parents should be aware that all pupils are required to wear a uniform. The Head will consider written requests from parents for variations in uniform on religious grounds, taking expert advice where necessary.

Other Policies

This policy is available on the School's website and should be read in conjunction with the following policies:

- Accessibility Policy
- Admissions Policy
- Anti-Bullying Policy
- Behaviour Policy
- SEND Policy
- EAL Policy

Complaints

Should you have a complaint about the operation of this policy or you feel that this policy has been breached in any way to a child's detriment, please refer to our Complaints Policy available on the School's website.