

RYDES HILL PREPARATORY SCHOOL & NURSERY

P18 (ISI 17A) – EQUAL OPPORTUNITIES POLICY



MISSION STATEMENT

- ❖ Rydes Hill Preparatory School and Nursery is a Catholic school where children learn how to live in loving relationship with God and each other.
- ❖ Christian virtues of love and justice, faith and courage, hope and perseverance are fostered.
- ❖ Pupils and staff comprise individuals of different faiths and beliefs but the Rydes Hill community aspires to unity within the life of the school on shared moral values.
- ❖ The importance placed on the development of individual talents is at the heart of what school stands for and all are encouraged and challenged to be the best they can be.

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Governor Review By :	Not required	

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Revision History

Revision	Paragraph Number	Revision
October 2011		New Document
October 2012		
October 2013		
October 2014		
October 2015		
October 2016		
January 2018	Mission Statement	Updated Mission Statement
	Whole Document	Re-formatted to include revision history, paragraph numbers, Abbreviation, Acronym and Definitions table
	Paragraph 1	New
	Paragraph 3	Rewritten to align with "Protected Characteristics"
	Paragraph 4	Rewritten and relocated
	Paragraph 5	Final 3 sentences added
	Paragraph 6	Delete "Head" and replace with "Headmistress". Add reference to Staff Handbook
	Paragraph 7	Add "any member of"
	Paragraph 8	Add "relevant" and "P39"
	Heading	Changed from "Pupils" to "Admissions"
	Paragraph 9	Re-written
	Paragraph 10 – 12	New
	Paragraph 13	2 nd bullet point added
	Paragraph 14	1 st sentence added. References to relevant policy numbers and staff handbook added.
	Paragraph 15	Bullet 2 – 2 nd sentence added
	Paragraph 16	Rewritten to include reference to Equality Act 2010
	Paragraph 17	Delete "SRAs" and add "school"
	Paragraph 18	Modified phrasing and added Policy number P33.

Abbreviations, Acronyms and Definitions

Abbreviation / Acronym	Definition
EAL	English as an Additional Language meaning where English is not the first/main language of the learner

<i>Protected Characteristics</i>	Characteristics protected by the Equality Act 2010 include :- Age, disability including SEN, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
<i>Reasonable Adjustments</i>	Changes to provisions, criteria, practices, physical features, auxiliary aids and services. Criteria of what is “reasonable” is not defined in law however case law illustrates that account will be taken of a variety of factors such as effectiveness of adjustment, practicability, interests of other pupils and prospective pupils, health and safety etc.

Aim / Objective / Statement of Intent

This policy applies to the whole school including EYFS.

1. The aim of this policy is to provide details of the way in which Rydes Hill Preparatory School meets its legal duty to uphold the law on equal opportunities for pupils and staff alike. We will:
 - Eliminate unlawful discrimination on grounds of any ***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
2. Promoting equal opportunities is fundamental to the aims and ethos of Rydes Hill Preparatory School & Nursery. We welcome applications from candidates 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.
3. Rydes Hill Preparatory School & Nursery is committed to equal treatment for all, regardless of age, race, sex, ethnicity, religion or belief, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy or maternity, disability including SEN, or social background. A pupil is offered a place based on agreement between the school and parents that the pupil will benefit from the school's facilities and environment. 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.
4. All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

Reporting and Monitoring

5. The Headmistress and the Senior Management Team are responsible for monitoring the implementation of the School's policy on equal opportunities and for recording all issues that are raised under this policy. The Headmistress regularly monitors the effectiveness of this policy and reports to the Governors annually on the policy's effectiveness in practice. The School will monitor the admission and progress of pupils from different backgrounds. The School is also required to collect and retain information regarding ethnicity and religion in order to comply with its legal obligation to provide census information to the Department for Education, the Independent Schools Council, the Catholic Education Service and the Local Authority.
6. Teachers may raise Equal Opportunities issues directly with the Headmistress or via the Grievance Procedure. (See P17 Staff Handbook, Section F9)

7. Pupils may raise Equal Opportunities issues via any member of staff or via the Pupil council.
8. Parents/Guardians may raise Equal Opportunities issues with the relevant Class Teacher or Headmistress as outlined in P39 Complaints Procedure.

Admissions

9. Pupils are admitted to the school in line with the Admissions Policy (P34)- The School accepts applications from, and admits, all prospective pupils irrespective of their disability, race, religion or belief, or lack of religion or belief, or special educational needs, providing facilities allow or **reasonable adjustments** can be made.
10. 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 provide 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.

Curriculum

11. The School affords all pupils access to educational provision including all benefits, services and facilities, irrespective of any **protected characteristic** (subject to our **reasonable adjustment** 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.
12. 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. We will endeavour to meet the needs of all children and ensure that there is no unlawful discrimination of the grounds of any **protected characteristics**. The School will challenge inappropriate discriminatory behaviour by pupils and staff and will work with parents and external agencies, where appropriate, to combat and prevent discrimination in School.
13. Use is made of Assemblies, PSHCE, RE, Drama, English and other lessons to:-
 - Promote tolerance of each other and respect for each other's position within the Rydes Hill Preparatory School & Nursery community
 - 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 deal with offensive language and behaviour
- Understand why we will deal with any incidents promptly and in a sensitive manner

14. 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 is unlawful and unacceptable; our Anti-Bullying Policy (P1), Exclusions Policy (P2) and Behaviour, Rewards and Sanctions Policy (P16) contain clear procedures for dealing with unlawful discrimination. Staff are made aware of this Equal Opportunities Policy on appointment and attention is drawn to all staff throughout the academic year at staff meetings where appropriate. Details are also included in our Staff Handbook (P17) which is regularly updated and re-issued to all staff.

English as an Additional Language (EAL)

15. Rydes Hill Preparatory School & Nursery accepts pupils with English as an additional language. We value the diversity this brings to our School. We support them in School by:
- Teaching the language they need to move around the School safely and to attend to their personal needs.
 - We pair them with a friend and children of different year groups (if appropriate) to help to settle them in. Where possible, we encourage pupils of similar ages, who speak the same language (other than English) to support one another.
 - Class teachers endeavour to ensure that instructions are short, clear and understood.

Requests for variation in the School Uniform

16. Although Rydes Hill Preparatory School & Nursery is a Catholic School which welcomes children of all denominations, preference in Admissions is given to Catholic families and siblings (please refer to our Admissions Policy (P34)). We welcome pupils of all beliefs and, where possible, offer the opportunity for pupils of all denominations to practice their own faiths. However, parents should be aware that all pupils at the School (excluding Nursery pupils) are required to wear a uniform. The Headmistress will consider written requests from parents for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided that they are consistent with the School's ethos and its Health and Safety Policy (P38), and it is reasonable in all circumstances including in light of the School's obligations under the Equality Act 2010. The Headmistress may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

Teachers / Staff

17. Appointments are made according to good Equal Opportunities practice. Posts or positions of responsibility are awarded after they have been advertised, at least on the staff notice board or school website.
18. Posts of responsibility and pay awards are made taking into account equal pay legislation.

Complaints

19. We hope that you and your child do not have any complaints about the operation of our Equal Opportunities Policy; however should you wish to make a complaint, details of how this can be done can be found in our Complaints Procedure (P39) which can be provided to you upon request or accessed via our school website www.rydeshill.com