

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



PARKSIDE
SCHOOL

Edition: 21 March 2020

EQUAL OPPORTUNITIES POLICY

**This policy is applicable to the whole school,
including the Early Years Foundation Stage (EYFS)**

References:

ISI: Commentary on the Regulatory Requirements 2019-09 (September 2019)
Keeping Children Safe in Education (September 2019) (*KCSIE*)
Working Together to Safeguard Children (August 2018) (*WT*)
Statutory Framework for the Early Years Foundation Stage (Childcare Act 2006) (revised April 2017)
Education (Independent Schools Standards) (England) Regulations 2014
Equality Act 2010
Equality and Human Rights Commission (EHRC)

1. Introduction

Parkside School (the School) is committed to providing the best possible care and education to its pupils and to safeguarding and promoting the welfare of children and young people.

2. Scope of this Policy

Promoting equal opportunities is fundamental to the aims and ethos of the School.

- The School is committed to equal treatment for all pupils, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity and all 'protected characteristics';
- 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.

3. Aims

The aims of this policy and the School's ethos as a whole is 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 latest iteration of the Equality Act.

Links to other policies

- Accessibility Plan
- Admissions Policy
- Aims & Ethos of the School
- Anti-cyberbullying Policy
- Anti-bullying Policy
- British Values Policy
- Bursary Policy
- Complaints Procedure
- Discipline & Behaviour Management Policy
- Exclusion Policy
- Health & Safety Policies
- Learning Enrichment (SEND) Policy
- PSHEE Policy
- Recruitment & Selection Policy
- Remote Learning Policy
- Safeguarding Policy
- Sanctions Records
- Whistleblowing Policy

3. Admissions

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 all prospective pupils irrespective of their protected characteristics or special educational needs and/or disabilities ('SEND').

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 child with SEND 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 found on our website or obtained from the Bursar (including the Bursary Policy).

4. 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 pupils and ensure that there is no unlawful discrimination on the grounds of any protected characteristics;
- Ensure that pupils with SEND, English as an additional language (EAL) and pupils with an Education Health Care (EHC) Plan receive necessary educational and welfare support;
- Monitor the admission and progress of 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 and PSHE to:
 - Promote tolerance of and respect for each other, paying particular regard to the protected characteristics set out in the latest iteration of the Equality Act;
 - Promote positive images and role models to avoid prejudice and raise awareness of related issues;
- Recognise that discrimination may be direct, indirect, or arising from disability whether or not it was intentional. Harassment and bullying in all its forms is unacceptable and will be dealt with in accordance with the School's Discipline and Behaviour Management and Anti-bullying Policies.

5. 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 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 (See British Values Policy).

6. Requests for variation in the school uniform

The School does not select for entry on the basis of religious belief and we welcome pupils of all faiths. However, parents should be aware that all pupils at the School are required to wear a uniform. The Head will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the School's ethos and Policy on Health and Safety. The Head may take expert advice, and will normally arrange to meet with parents to discuss the implications of such a request.

7. Reasonable Adjustments for pupils with SEND

The School has an ongoing duty to make reasonable adjustments for pupils with SEND 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 an ongoing three-year Accessibility Plan in place which can be made available either electronically or as a hard copy 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

8. Breach of this Policy

Pupils who are found to be in breach of this Policy may be sanctioned in accordance with the School's Discipline and Behaviour Management Policy.

9. Staff Recruitment and Professional Development.

[NB This section does not form part of the School's contract of employment]

The School aims to recruit staff that share and understand our commitment to equal opportunities and to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equality Act (as above).

Governors and staff involved with recruitment and selection are required to comply with the statement above. Every possible step will be taken to ensure that decisions on recruitment and selection, training, promotion, pay and career management are based solely on objective and job related criteria. The School aims to treat all employees with dignity and respect and provide a working environment free from discrimination. Following a job offer the successful candidate is asked to complete [not required to] an Equal Opportunities Monitoring Form which is helpful to the School in maintaining equal opportunities. (See Recruitment & Selection Policy.)

10. Complaints

We hope that you and your child do not have any complaints about the operation of this Policy, but should you do so the School's Complaints Procedure is posted on the School website or can be sent to you on request.

11. Monitoring, Evaluation and Review

This Policy is monitored, evaluated and reviewed on an annual basis by the Senior Leadership Team.

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Reviewed: Spring Term 2020

Approved by the Board of Governors: 24.6.19

Next review: Spring Term 2021