

Statement of Equal Opportunities Aldenham Foundation Pupils

Introduction

Aldenham Foundation is mindful of its own stated aims and objectives and of its legal obligations under current equal opportunities legislation. The Foundation regards fulfilment of these obligations with enthusiasm and dedication.

The Foundation pupils come from a wide range of backgrounds, lifestyles, languages and cultures. Governors, Foundation Leadership Group (FLG), and all staff are committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. We believe that the cultural diversity should be respected and that the variety of experiences, which our pupils' families bring to the school, enrich and enhance our Foundation.

Aims of the Equal Opportunities Policy

- To promote justice, equality and fair treatment for all and thereby allow pupils irrespective of their ethnic origins, religion, nationality, linguistic background, sexual orientation, gender reassignment, culture and specific educational needs, disability or ability, to achieve the level of success and opportunity they deserve whilst retaining their cultural identity and raising self-esteem.
- To promote an understanding of a variety of cultures, valuing the positive contributions these make to the community.
- Provide a safe and welcoming place for its members.
- To adopt the view that cultural diversity is a positive advantage.
- To encourage that the pupils' own cultural experiences should be shared.
- To contribute towards imparting a sense of citizenship in the pupil.
- To avoid stereotypical views of society by a teacher's careful use of language and resources.
- To use self-evaluation to assess the implementation of this policy.

Equal Opportunities

Admissions procedures at Aldenham Foundation are applied to pupils irrespective of gender, racial, religious or national background and are designed to fairly determine that a pupil is likely to benefit from the type of education offered at the Foundation. Where there is competition for places, admission is determined by merit.

In strategic planning, in the admission of pupils, in the provision of curriculum and extra curriculum entitlement and in its day-to-day workings, the Foundation seeks to ensure equality of opportunity and equality of treatment for all pupils in the ways and in the areas listed below.

a) **Gender**

Aldenham Foundation admits boys and girls from ages 2—18. A pupil's entitlement to what is offered in the Foundation will be irrespective of his or her gender (including transgender). The only exceptions to this will be where provision of equipment, staffing, facilities or the economic viability of the numbers of pupils involved make provision of an activity for pupils unsuitable.

b) **Religion**

The Foundation will ensure equality of opportunity and provision for all pupils irrespective of their religious background and regardless of whether their family practises a faith or not. All pupils are required to attend religious services and religious studies lessons as determined by the Governors and FLG. It is always accepted that pupils attending these parts of Foundation life in this way have full respect paid to the beliefs and practices of the pupils themselves and their families.

It is fully understood and accepted that pupils may be required to be absent on occasion during the course of the Foundation year in order to observe religious holidays.

c) **Race or national background**

Equality of opportunity and provision will be assured for all pupils regardless of their racial or cultural or national background. Racist abuse of pupils or discrimination against pupils on this basis is a serious Foundation offence which will attract due investigation and, if appropriate, disciplinary sanctions. The Foundation seeks to be understanding of the requirements of pupils from different racial, religious and cultural backgrounds and positively encourages pupils to share these with the rest of the Foundation and to be proud of them. In its teaching in general and in its SEN and EAL provision, the Foundation will be mindful of linguistic and cultural difficulties which pupils may encounter in their school environment.

d) **Financial circumstances**

Aldenham Foundation is an independent fee paying Foundation and as such parents, guardians or other persons responsible for the payment of fees for a pupil are responsible for ensuring the payment of all fees and extras punctually as the Head, FLG and Governors may determine. Subject to this condition, the Foundation shall ensure for all pupils attending the Foundation equality of opportunity and provision regardless of the social or financial circumstances of their families. Bursaries, scholarships or other financial awards are made entirely on merit.

e) **Disability**

The Foundation seeks to ensure equality of opportunity and provision for all pupils regardless of any physical, medical or mental disability so long as the Foundation is sure when a pupil is considered for admission that he or she is

able to benefit fully from the Foundation's facilities and the type of education which is offered. In such cases, the Foundation will endeavour to make reasonable adjustments to accommodate pupils with disabilities.

f) **Dietary Requirements**

The Foundation employs an outside catering company who provide a nutritious and balanced diet with plenty of choice at meal times. Provision is made at all meals for pupils who have special dietary requirements based on preference, religion or medical advice. Pupils are encouraged to attend food committee meetings to discuss the food provision and influence future menu choices.

g) **Curriculum inc SEN and EAL**

The curriculum builds on pupils' starting points and is differentiated appropriately.

For pupils with Specific Educational Needs (SEN) or with English as an additional language (EAL), the Foundation will strive to make appropriate provision to ensure equality of access and opportunity. E.g. provision of individual support, use of specialist software, access to ICT facilities for extended writing.

The content of the curriculum values cultural diversity.

The curriculum encourages pupils to explore bias and to challenge prejudice and stereotypes.

All subjects aim to contribute to the spiritual, moral, social and cultural development of all pupils.

Extra-curricular activities and special events cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

h) **Sexual Orientation**

The Foundation will ensure equality of opportunity regardless of a student's sexual orientation, gender or gender reassignment. The Foundation seeks to be understanding of students whatever their sexual orientation and promotes social awareness via the Life Matters programme.

EYFS

The EYFS framework is designed to be fully inclusive of all children's needs, recognising the need to respond to different ethnicity, culture, religion or belief, home language, family background, SEN, disability, gender or ability. There is significant flexibility to provide in the three prime and four specific areas of

Learning and Development in a way that reflects the needs and circumstances of each child. In the majority of cases, therefore, it will be possible to deliver the EYFS in a way that is compatible with providers and parents' philosophies and beliefs.

Equality Policy for EYFS

1. Aims and Objectives.

a. Equality of opportunity throughout the EYFS is about providing equality and excellence for all in order to promote the highest standards of achievement. Equality of opportunity applies to all members of the school community – pupils, staff and parents.

b. Our policy is based on the following core values as expressed in the school's mission statement.

- EYFS children are encouraged to become their best selves.
- We provide for the talents, strengths, interests and needs of a wide variety of children
- We provide a broad and inspiring education across all subjects, in a cherishing and supportive environment.

c. These statements are designed to ensure that the school meets the needs of all, taking account of gender, ethnicity, culture, religion, language, ability, and disability. It is important that we meet the needs of every pupil to ensure inclusion for all.

d. We aim to:

- Promote equality of opportunity
- Promote racial equality and good race relations
- Oppose all forms of prejudice and discrimination.

e. To achieve these aims, we will make all members of the school community aware of our philosophy.

f. In our school:

- We believe that all our children matter.
- We give our children every opportunity to achieve their best and value each child's accomplishments.

g. We do this by taking account of our children's range of life experiences when planning for their learning.

h. We set each child realistic and challenging expectations to enable most children to achieve the Early Learning Goals by the end of the Foundation Stage. Some children will progress beyond this point. We do this in order to meet the needs of boys and girls, children with special educational needs,

children who are more able, children with disabilities, children from all social and cultural backgrounds, children of different ethnic groups and those from diverse linguistic backgrounds.

2. Resources. The provision of good quality resources and materials is a high priority. Where appropriate, resources and displays reflect the experiences and backgrounds of the range of people living in the UK. We endeavour to celebrate diversity and challenge stereotypes.

4. Working with Parents and Other Agencies. We feel that we work closely with all parents and with outside agencies where appropriate. We provide opportunities for all parents and other agencies to feel welcomed in school, work in partnership with teachers and be well informed by clear communication.

Reference can be made to the Equality Act 2010, [Equality Act 2010 DfE](#)

Conclusion

Aldenham Foundation will seek to ensure equality of opportunity for all its pupils in the areas outlined above at every possible stage. The Foundation recognises the right of pupils or their families to express concern where they feel that this may not be the case. Use of the Foundation Complaints Procedure or of the normal mechanisms of raising concern by way of teaching staff, Housemasters and other members of staff is as applicable to concerns covered by this document as to other questions of welfare or academic progress. The Foundation seeks to ensure provision of equality of opportunity consistent with the safety of pupils and as appropriate to their age. The Foundation always will explain fully to pupils or their families any occasions where apparent differences in the way pupils have been treated may be appropriate because of such issues as age or medical grounds. The Foundation Rules and Procedures are applied to all pupils as is its policy on Sanctions and Rewards. The Foundation regards it as a positive advantage that the mixture of religions, traditions, cultural and national backgrounds represented in its community is a rich mixture to be enjoyed and appreciated by all members of the Foundation. The positive and active assurance of equality of opportunity is an essential part of this mission.

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