



Aldenham Prep School

Equal Opportunities Policy

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Mrs V J Gocher	

INFORMATION

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Equal Opportunities Policy Aldenham Preparatory School (including EYFS)

Introduction

Aldenham Preparatory (Prep) School is mindful of its own stated aims and objectives and of its legal obligations under current equal opportunities legislation. The School regards fulfilment of these obligations with enthusiasm and dedication. Additionally, ensuring equal opportunities for all students is an important aspect of its mission as a Church of England Foundation.

Equal Opportunities

Admissions procedures at Aldenham Prep School are applied to pupils irrespective of 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 School. 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 School 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 Prep School and Nursery admits boys and girls from the term they become 3 to age 11. A pupil's entitlement to what is offered in the School will be irrespective of his or her gender. 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 School 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 School religious services and religious studies lessons as determined by the Governors and Head. It is always accepted that pupils attending these parts of School 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 school year in order to observe religious holidays.
- c) **Race, national background or caste** – equality of opportunity and provision will be assured for all pupils regardless of their racial, cultural or national background or caste. Racist abuse of pupils or discrimination against pupils on this basis is a serious School offence which will attract due investigation and, if appropriate, disciplinary sanctions. The School seeks to be understanding of the requirements of pupils from different racial, religious and cultural backgrounds or different castes and positively encourages pupils to share these with the rest of the School and to be

proud of them. In its teaching in general and in its Special Needs provision, the School will be mindful of linguistic and cultural difficulties which pupils may encounter in the school environment. Respect is shown for the many cultures from which are children come.

- d) **Financial circumstances** – Aldenham Prep School is an independent fee paying school 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, Bursar and Governors may determine. Subject to this condition, the School shall ensure, for all pupils attending the School, equality of opportunity and provision regardless of the social or financial circumstances of their families.
- e) **Disability** – The School seeks to ensure equality of opportunity and provision for all pupils, as far as is reasonably possible, regardless of any physical, medical or mental disability so long as the School is sure when a pupil is considered for admission that he or she is able to benefit fully from the School's facilities and the type of education which is offered at Aldenham.
- f) **Dietary Requirements** - The school employs an outside catering company (Holroyd Howe) 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. From Year 1 pupils are encouraged to participate in the School Council which regularly discusses the school food provision and influences future menu choices.
- g) **Special Educational Need** – The School will strive to make appropriate provision for students with SEN requirements. For example, specialist software could be sought. Assessment is available at the School.
- h) **Sexual Orientation** – The School will ensure equality of opportunity regardless of a student's sexual orientation.

Conclusion

Aldenham Prep School will seek to ensure equality of opportunity for all its pupils in the areas outlined above at every possible stage. The School recognises the right of pupils or their families to express concern where they feel that this may not be the case. The normal mechanisms of raising concern about items contained in the document are the same as concerns relevant to other questions of welfare or academic progress. They should be brought to the class teacher/ room supervisor, Key Stage Leader and Deputy Head and then Head as applicable. The School Complaints Procedure may be used if concerns have not been resolved satisfactorily through the channels already detailed.

The School seeks to ensure provision of equality of opportunity consistent with the safety of pupils and as appropriate to their age. The School 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 School Rules are applied to all pupils as is its

policy on Behaviour and Discipline. Justice and fairness for all are promoted through the education that is provided.

Staff challenge any incidents of racism or prejudice. Any serious incidents are drawn to the attention of the Head of Prep and are recoded in the Racist Incidents Log.

The School regards it as a positive advantage that the mixture of religions, traditions, cultural and national backgrounds represented in its community is a rich blend to be enjoyed and appreciated by all members of the School. The positive and active assurance of equality of opportunity is an essential part of this mission. The promotion of democracy, the rule of law, individual liberty and mutual respect and tolerance underpins the ethos of the School.

School policy for race equality and cultural diversity

1. Legal duties

This school welcomes its duties under the Race Relations (Amendment) Act 2000.

We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and religious groups and communities;
- eliminating unlawful discrimination.

2. Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

3. The full range of school policies and practice

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

4. Addressing racism and xenophobia

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.

5. Responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Head is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

6. Information and resources

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

All staff and governors have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

7. Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

8. Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head and governing body.

9. Monitoring and evaluation

We collect, study and use data relating to the implementation of this policy, and make adjustments as appropriate.

Reviewed Sept 2015 (AMW) for Senior School

Reviewed Nov 2015 (VJG) for Prep School

VJG July 2016

Related Policies

Admissions Policy
Behaviour and Discipline Policy
Dealing with Racist Incidents Policy
EAL Policy
SEN Policy

