



Equal Opportunities Policy for Pupils

Updated: 12-18
Prepared by: JUH/SHCC

Next Review 12-19
Approved by: ISB

This Policy applies throughout the School from EYFS to Year 6.

Promoting equal opportunities is fundamental to the aims and ethos of The Cavendish School. The School is committed to equal treatment for all pupils, regardless of race, sex or sexual orientation, gender identification, disability, religion or belief ('protected characteristics').

Aims

The aims of this Policy and of the School's ethos as a whole are to:

- Eliminate unlawful discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the School
- Comply with the School's equality duties contained in the Equality Act 2010

All members of the School community are expected to comply with this Policy.

All parents, guardians and carers (hereafter 'parents') are expected to support the aims of this Policy and the School's ethos of tolerance and respect.

Admission

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 for girls who will be aged 3 to 11 during their time at the School, and admits all such prospective pupils irrespective of race, sexual orientation, gender identification, disability, religion or belief (or lack of religion or belief).

The School has limited facilities for disabled pupils but will do all that is reasonable to comply with its legal and moral responsibilities in order to accommodate the needs of applicants who have disabilities for which, with reasonable adjustments, the School can cater adequately.

Parents must inform the School when submitting the Registration Form of any special circumstances relating to their child that may affect their child's engagement 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 disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries

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 in the School's Bursary Policy, which is available on the School's website.

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 English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support should they need this
- 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 policies and practices which promote inclusiveness
- Use the curriculum, assemblies and PSHCE to:
 - 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

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 unacceptable and will be dealt with in accordance with the School's Behaviour and Anti-bullying Policies.

Religious belief

Although the School has a Catholic foundation and a Christian ethos, 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 Governors, through the Senior Management Team, Heads of Section and class teachers, actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Requests for variation in the School uniform

All pupils are required to wear a uniform. The Headteacher will consider requests from parents and pupils for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds provided they are consistent with the School's Health and Safety Policy and are reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010.

Reasonable adjustments for pupils with disability

The School has an ongoing duty to make reasonable adjustments for pupils with a disability 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. Further information on the School's reasonable adjustments duty can be found in the School's Learning Difficulties & Disabilities/Special Educational Needs (SEN) Policy.

The School has an Accessibility Policy and Plan in place, a copy of which which can be found on the School website. 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; and improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

Monitoring and review

The Headteacher regularly monitors and reviews the effectiveness of this Policy and reports annually to the Education Sub-committee of the Governors should any concerns arise.

Breach of the Policy

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

Linked Policies

- Accessibility Policy and Plan
- Admissions Policy
- Anti-bullying Policy for Pupils
- Behaviour Policy
- Bursary Policy
- Complaints Procedure
- EAL Policy
- Equal Opportunities Policy for Staff
- Health and Safety Policy
- Learning Difficulties & Disabilities/Special Educational Needs (SEN) Policy
- Preventing Extremism and Radicalisation Policy