



EQUAL OPPORTUNITIES POLICY FOR PUPILS

General

The College will not unlawfully discriminate against pupils or prospective pupils on grounds of their (or their parents') race, nationality, ethnic or national origin, disability, religion or belief, sexual orientation or gender reassignment.

Admissions

The College will treat every application in a fair and open-minded way. (The College's admissions policy is available on the College website.)

Education

We recognise our responsibility to ensure positive attitudes to diversity and difference, not only so that every pupil is included and not disadvantaged but also so that they learn to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we make reasonable adjustments to enable disabled pupils to participate in our programme of learning.

All pupils are encouraged to have respect for other pupils, irrespective of their gender (in the case of DUCKS, which is co-educational), race, ethnic or national origin, disability, religious belief, sexuality or gender reassignment.

Positive attitudes are fostered towards all groups in society through the Wellbeing curriculum and the ethos of the College. Pupils are encouraged to question assumptions and stereotypes. Efforts are made to recognise and be aware of the possibility of bias, so that this can be eliminated in both the College's teaching and learning materials and teaching styles. Materials are carefully selected for all areas of the curriculum so as to avoid stereotypes.

Special Educational Needs (SEN) and Disability

We are an inclusive institution and strive to ensure that:

- pupils with disabilities and special educational needs participate as fully as possible in all the activities of the College; and
- the College's curriculum, ethos, culture, policies, procedures and facilities are accessible to all our pupils.

Where the College becomes aware of special educational needs and/or disability of a pupil, the College will do all that it reasonably can to assist the pupil whilst at the College.

The College has an on-going duty to make 'reasonable adjustments' for disabled pupils to ensure that they are not placed at an unfair disadvantage compared with other pupils. This covers all aspects of College life (for example the curriculum, classroom organisation, timetabling, access to facilities, clubs and trips). Reasonable adjustments may typically include:

- making arrangements for a child in a wheelchair to attend an interview in an accessible ground floor room
- allowing extra time for a dyslexic child to complete a test or exam
- rearranging the timetable to allow a pupil to attend a class in an accessible part of the building
- arranging a variety of accessible sports activities

The College has an Accessibility Plan (in accordance with Schedule 10 to the Equality Act 2010), which is available on the College's website.

English as an Additional Language (EAL)

The College provides additional support to children whose first language is not English. For further details, please see the EAL Guide on the College's website.

Religious Worship

The College's religious ethos and services are set in accordance with the Christian tradition but the College respects the right and freedom of individuals to worship in accordance with other faiths, or no faith, subject always to their respecting the rights and freedoms of the College community as a whole.

Uniform

The College's uniform policies apply to all pupils, irrespective of their gender (DUCKS), race, nationality, ethnic or national origins, disability, religion or belief, sexual orientation or gender reassignment.

Certain items of jewellery and headwear (such as the turban) may be worn by pupils when the College is satisfied that this is a genuine manifestation of religious or racial beliefs or identity. This is subject to considerations of health and safety and other relevant provisions in the College's uniform policies (e.g. in regards to the school colours). Where there is uncertainty as to whether an item may be worn, the issue should be referred by the pupil or his/her parents to the Deputy Master Pastoral.