

BREDON
SCHOOL

Equal Opportunities for Pupils Policy

Date: August 2024

Review Cycle: Annually

Reviewed By: Bursar

Next Review Date: August 2025

Bredon School is owned and operated by Cavendish Education; the Proprietary Body also known as the Governing Body. Any reference to Governor's means any Director of Cavendish Education.

This Policy document is one of a series of Bredon Policies that, taken together, are designed to form a comprehensive, formal Statement of Bredon's aspiration to provide an outstanding education for each and every one of its students and of the mechanisms and procedures in place to achieve this. Accordingly, this Policy needs to be read alongside all of these Policies in order to get the full picture; in particular, it should be read in conjunction with the ***Equality Policy, The Health and Safety Policy and the Safeguarding Policy.***

All of these Policies have been written, not simply to meet statutory and other requirements, but to evidence the work that the whole School is undertaking to ensure the implementation of its core values:

'To be a small, family school that genuinely focuses on the individual; ensuring each pupil reaches his or her personal potential and destination by way of a rich and diverse journey based on breadth of opportunity, support and continuously striving towards excellence.'

In all Bredon Policies, unless the specific context requires otherwise, the word "parent" imports the meaning parent, guardian, carer or any person in whom is vested the legal duties and responsibilities of a child's primary caregiver.

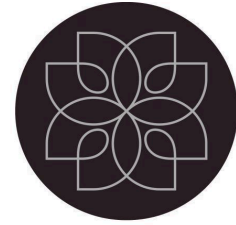
Bredon employs the services of the following consulting companies to ensure compliance is met and the best practice is implemented:

Peninsula HR Online Peninsula Business Safe (Health and Safety)

Atlantic Data (DBS)

Educare & Schoolpro (online CPD)

STATEMENT OF POLICY



BREDON

SCHOOL

1) We recognise that discrimination is unacceptable and although equality of opportunity has been a long standing feature of our employment practices and procedure, we have made the decision to adopt a formal equal opportunities for pupils policy. Promoting equal opportunities is fundamental to the aims of Bredon School and 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.

A) THE AIM OF THE POLICY

The aims of the policy are to:

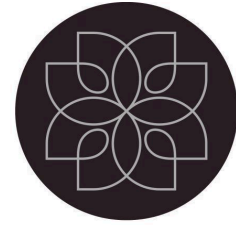
- 1) ensure eliminate unlawful discrimination on grounds of the protected characteristics;
- 2) promote equality of opportunity for all members of the School community; and
- 3) and Comply with the School's equality duties contained in the Equality Act 2010.

B) ADMISSIONS PROCESS

The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admissions Policy. Whilst striving to be as inclusive as possible, we remain an academically selective school. We believe that a pupil must be able fully to access our curriculum in order to be happy and thrive at Bredon School. We also welcome applications from pupils with special needs and disabilities, and refer parents to our Learning Support policy covering Special Education Needs (SEN), learning difficulties, and disability. The School accepts applications from, and admits, all prospective pupils irrespective of their disability, gender reassignment, pregnancy and maternity, race, religion or belief (or no religion or belief), sex, and sexual orientation.

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 disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

Bursaries are offered, within the limitations of our finances, in order to make it possible for as many as possible who meet the School's admission criteria to attend the School. We are striving to increase our bursary fund through the School Foundation. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.



BREDON

SCHOOL

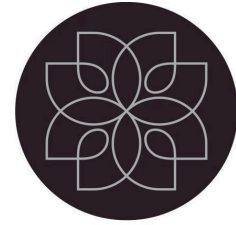
C) EDUCATIONAL SERVICES

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:

- 1) Treat all members of the School community with respect and dignity and seek to provide a positive working and learning environment free from discrimination
- 2) Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics
- 3) Ensure that pupils with English as an additional language and pupils with an Education Health Care Plan receive necessary educational and welfare support
- 4) Monitor the admission and progress of pupils from different backgrounds
- 5) Challenge inappropriate discriminatory behaviour by pupils and staff
- 6) Offer all pupils access to all areas of the curriculum and a full range of extra-curricular activities
- 7) Work with parents and external agencies where appropriate to combat and prevent discrimination in School
- 8) Ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices
- 9) 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 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.



BREDON

SCHOOL

D) RELIGIOUS BELIEF

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, through the Senior Management Team, 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.

E) UNIFORM

Parents should be aware that all pupils at Bredon School are required to wear a uniform. The Headmaster will consider written requests from parents for variations in the uniform for reasons related to disability, gender reassignment and/or on religious grounds that are consistent with the School's ethos and its policy on health and safety and it is reasonable in all the circumstances including in light of the School's obligations under the Equality Act 2010. The Headmaster may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request.

F) TRAINING AND PROMOTION

- 1) Senior staff will receive training in the application of this policy to ensure that they are aware of its contents and provisions.
- 2) All promotion will be in line with this policy.

G) MONITORING

- 1) We will maintain and review the employment records of all employees in order to monitor the progress of this policy.
- 2) Monitoring may involve: a) the collection and classification of information regarding the race in terms of ethnic/national origin and sex of all pupils; b) the examination by ethnic/national origin and sex of the distribution of pupils; and c) recording updates given to this policy, which is available to our School community.
- 3) The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all pupils.